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ABSTRACT

These proceedings contain the addresses of the National Education Association president and executive secretary, and the minutes of the six business meetings of the fifty-fourth representative assembly. (IRT)

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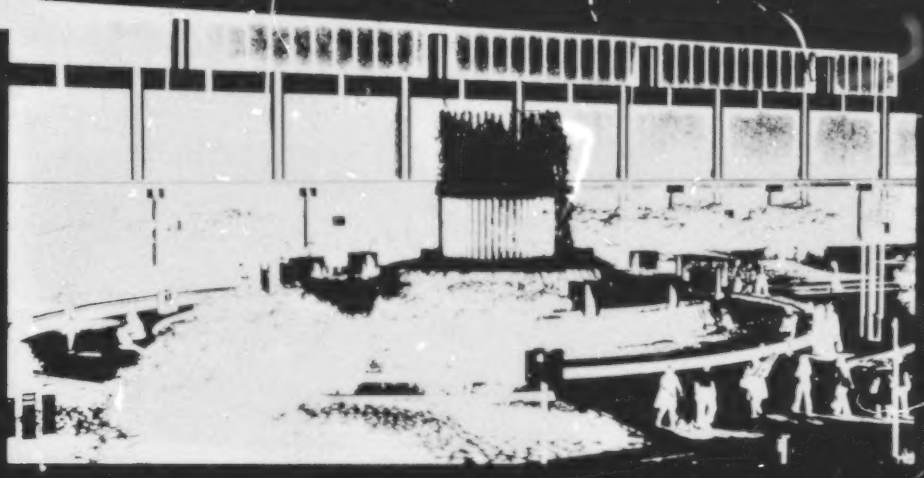

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LOS ANGELES, CALIFORNIA

NEA

National Education Association
OF THE UNITED STATES

PROCEEDINGS

OF THE ONE-HUNDRED-AND-THIRTEENTH
ANNUAL MEETING HELD AT
LOS ANGELES, CALIFORNIA
JULY 3-8, 1975

1975

Volume
113

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CONTENTS

ADDRESSES BEFORE THE REPRESENTATIVE ASSEMBLY — *Page*

Report of the President ..... *James A. Harris* 7
Report of the Executive Secretary ..... *Terry Herndon* 12

MINUTES OF THE FIFTY-FOURTH REPRESENTATIVE ASSEMBLY

First Business Meeting 15
Second Business Meeting 49
Third Business Meeting 65
Fourth Business Meeting 113
Fifth Business Meeting 163
Sixth Business Meeting 181

Index 231

ADDRESSES BEFORE THE REPRESENTATIVE ASSEMBLY

The addresses in this section were delivered before sessions of the Fifty-Fourth Annual Meeting of the Representative Assembly of the National Education Association of the United States. They have been taken out of the Assembly Minutes (published in full beginning on page 15) for inclusion here because of their general interest and because they do not require the special background of the Assembly Minutes to be understood by the reader.

REPORT OF THE PRESIDENT

JAMES A. HARRIS, PRESIDENT

NATIONAL EDUCATION ASSOCIATION

Presented at the Second Business Meeting of the Representative Assembly. *See page 64.*

The theme of this convention, "Educational Strategies During an Economic Crisis," capsulates the work of the NEA during the past year. The Critical Issues Conference just concluded was designed to develop skills for the participants so that they, in turn, will be better equipped to cope with the economic and educational problems they will face upon returning home.

I will devote my remarks this morning to challenges and accomplishments of the NEA as we have sought to deal with these conditions impinging upon the organizational structure and goals of our great independent united teaching profession.

First, let me briefly run through the national scene during the past year, which was the outgrowth of forces at work over a period of several years.

Bad economic news replaced corrupt political news, which replaced bad war news. A world food shortage and a fuel shortage interspersed here and there contributed to a massive psychological depression.

For some groups in American society the economic news has always been bad. The difference between then and now is that the condition is spreading to the middle and upper middle economic classes.

The problems for educators and for education were intensified by the nation's economic plight. Schools were threatened with a reduction in staff in many communities and the loss of valuable education programs due to shrinking school dollars.

While incidents of school violence escalated, growing numbers of young people were pushed out of classes and into an already overtaxed job market, onto the welfare roles, or into youth detention centers.

A recent NEA survey pinpointed several of the major retrogressions, which indicate, both in numbers and in content, the extent of these cutbacks. Increases in class size were reported by 39.2 percent of those teachers surveyed; 42 percent indicated a decrease in teaching materials; 28 percent noted the elimination of some school programs; 25.9 percent reported a decrease in special subject teachers; and 17 percent told that curriculum had been curtailed and activity had been cut out.

The list goes on, but the point is clear. These losses in the quality of education may remain with our students—and the nation—long after current inflationary problems have been brought under control.

Today's empty classrooms and unemployed teachers are direct evidence of a national underinvestment in education.

What I have described is, indeed, a dismal scene. But it could have been worse. The NEA started immediately last fall with a highly concentrated action program.

A top priority of NEA—a priority that I spelled out last year before the Representative Assembly in Chicago—was political and legislative action at the federal level.

Let me first address myself to political action. In a short year, the NEA has moved from being a novice to being a lion in the political arena. These are not my words, although I agree with them, but the comments of seasoned political observers and the press, including the *New York Times* and the *Washington Post*.

Teachers are now recognized as one of the most formidable forces in national politics. We are rivaling—and in some cases even surpassing—in political influence other major national organizations that have been in this business a lot longer than teachers have.

The 1974 scoreboard: teachers endorsed 310 congressional candidates, almost twice the number they supported in 1972, with a win record of 81 percent. This gave NEA-PAC the highest winning percentage among the nation's major political action committees, besting the giants in labor, business, liberal, and conservative interests.

That's where we want to stay: Number 1 (applause)—that is why it is imperative that all NEA members contribute to NEA-PAC.

NEA, meanwhile, will continue to build on its outstanding political action record. We will keep a tally of votes on major issues related to Association policies by individual members of Congress. We will identify key areas for political activity in the 1976 general election. We will maintain liaison with major political parties. And we will intensify our efforts to strengthen state political action committees, to help develop systems to obtain member contributions to political action committees, and to mesh national and state political action.

Teachers will come full cycle next year in the political spectrum as they enter the presidential sweepstakes for the first time. This new and challenging development in NEA's political action program is the forth-

coming decision by the Association's 10,000 certified delegates on endorsement of a candidate for President of the United States in 1976. (Applause)

To provide maximum input in the 1976 general election, we will seek to elect and organize teacher delegates to the national political party conventions. We expect to be well represented at these crucial nominating conventions where teacher delegates will influence party platforms and candidates for the presidency.

The objective of this high-geared activity is to ensure good legislation at the federal level. This includes educational, social, and other concerns of teachers. Allow me to run through a few of our major legislative victories over the past year.

Last August a concerted lobbying blitz by NEA, state, and local affiliates was climaxed when *President Ford* signed into law a $25 billion authorization education bill extending for four years the landmark Elementary and Secondary Education Act and other education programs.

The NEA lobbying team—which included representatives from 28 state associations and NEA Government Relations—was credited with playing a major role in the successful passage of the Education Amendments. This is one example of what can be accomplished in our independent united teaching profession when we all pull together.

Representative Carl Perkins, a Democrat and chairman of the House Education and Labor Committee, commented, and I quote, "I know that our victory would not have occurred without the help of the NEA team."

A major victory was won last April when NEA and its allies persuaded the House of Representatives to pass the fiscal 1976 education money bill that would provide $7.2 billion—$1.2 billion more than the Administration's budget request—for education for the 1975–76 school year. The biggest impact of the appropriation would be continuation and expansion of major federal programs that employ teachers and other school personnel.

Another dimension to our political and legislative programs is our relationship with the Administration and the many federal agencies that function under its jurisdiction. I can report to you that there has been marked improvement in relations between NEA and the White House.

Early last May the full NEA Board of Directors attended a briefing at the White house which featured talks by *President Ford* and two Cabinet officers: *Federal Energy Administrator Frank Zarb* and *Secretary of Labor John Dunlop.*

The President pledged to push some "new and major initiatives" in education at the federal level "once we can get the economy moving."

He added that he would like classroom teachers to play a larger role in making federal education policy and he added he would make an honest effort to appoint more teachers to federal advisory bodies. (Applause)

To quote the President: "Let me assure you that during my tenure in office I want to work with NEA." The President said that "the door will be open as far as the White House is concerned," and he added "I want to establish closer ties between NEA and the White House."

I submit to you, fellow delegates, that the White House response came as a result of increased political influence—and I intend to make that influence

even greater. Political action and legislation are key factors in educational strategies on the local, state, and national levels.

What does this have to do with the current economic crisis? Simply this: Education is an investment that pays off to the individual in greater earnings and to the government in increased taxes and reduced expenditures for welfare and crime.

Also, education programs can reduce unemployment by retaining young adults in school. The cost is no greater to government than unemployment compensation, welfare, and crime control.

To augment the intended political action and legislative program, the NEA Project Educational Neglect was initiated last year. The general objective of the project was twofold: one, to increase public awareness of educational neglect, and two, to conduct a concerted effort by the education profession and its community allies in identifying and reducing neglect in specific target areas.

The project design included seven phases, six of which are now completed with the Critical Issues Conference.

Phase 1 called for state and local associations to survey areas of educational neglect, evaluate some, and pinpoint others for corrective measures and the formation of state and local teams.

Phase 2 called for state and local teams to conduct highly publicized studies of major areas of educational neglect.

Phase 3 involved a reporting of results. This phase generated considerable press coverage which brought national attention to numerous areas of educational neglect.

Phase 4 was our National Conference on Educational Neglect held in February. Copies of the report of this conference were distributed to participants of the Critical Issues Conference.

Phase 5 related to short-range implementation activities.

And phase 6 was our Critical Issues Conference.

A major goal of the Critical Issues Conference was to develop skills in preparation for phase 7, which is to implement long-range solutions on a continuing basis to bring about permanent improvements in areas of educational neglect.

One of the major accomplishments of the project was the data and the atmosphere it created for the current congressional bill relating to violence in the schools—a problem of significant concern to the NEA.

Turning to the impact of the economy upon internal organizational concerns, we immediately must face the vexing problem of the proposed dues increase. The strategy for dealing with that economic problem is to face up to it squarely and to develop realistic solutions.

For that purpose, I was authorized by the Board of Directors to convene a 15-member task force of local, state, and national leaders to study the matter. The task force, chaired by *NEA Treasurer John McGerigal*, met several times and prepared a full report, with recommendations, to the February Board of Directors meeting.

The recommendations, adopted by the Board, proposed a dues increase of $5 in September 1976; then, skipping a year, an additional $5 beginning

September 1978. In short, the proposed increase amounts to $10 over three years.

I strongly support the Board recommendation, and I urge you to vote for its approval. I was asked a question which I have asked myself: For what will the monies be used? The answer, if not obvious in this inflationary period, is briefly fourfold:

1. To continue offering the services the Association is currently providing.
2. To catch up with inflation in all areas of administration of programs.
3. To upgrade our capabilities in such key areas as collective bargaining, political action, communications, teacher rights, and special services.
4. To build on our present positions of strength and become an even more powerful organization in the future—in short, to assure our current future directions.

The details of the entire matter have been included in your delegate packet, and I ask you to read it carefully and have the courage of your convictions to vote in favor of it.

We have a great organization. We are big enough to respond to the diverse needs of all members, including all state and local components. I believe we have the obligation to prepare not only to keep our present membership, but also to make our Association powerful enough to embrace all teachers in America into one independent united teaching profession. (Applause)

If we all pull together, we will get the job done.

As we work towards getting that job done, we will begin as a completely unified organization with agreements among local, state, and national components and the utilization of staff in shared program responsibilities so that delivery of services is coordinated at the appropriate levels. We should work towards developing—

Uniform interrelated evaluation procedures for shared-program responsibilities.

A unified name with common fiscal and membership years.

An integrated governance and organizational structure that coordinates governance schedules and terms of office.

Uniform membership, financial, and administrative procedures that will support and maintain comparable member programs and services at all organizational levels.

Hopefully, more uniform dues policies among all components of the united teaching profession based upon cooperatively determined program needs—payroll deductions and continuing membership authorizations.

When we develop an Association approaching uniformity on the order currently being considered, we will have completed a streamlined and an even more efficient independent united teaching profession.

Please note that I used the term *uniformity*, not *conformity*, for conformity is the enemy of freedom and the jailer of creativity. Locals, still the

basic unit of our Association at the state and national levels, should each enjoy their own prerogatives, while sharing program services in united efforts.

Concluding, the NEA strategies to cope with a critical American economy cover broad areas: stepped-up political and legislative action, steady expansion of UniServ, improving the public image of teachers and of education, attending to the fiscal needs of the Association, moving forward on organizational development, improving internal communications, and a general upgrading of the entire profession to the end that we, as the spokesmen for education, will raise education high enough in this nation's list of priorities so that all our children will be provided the best education possible.

I am proud to be a teacher—I am proud of you—and may God bless all of you. Thank you. (Rising loud applause)

REPORT OF THE EXECUTIVE SECRETARY

TERRY HERNDON, EXECUTIVE SECRETARY

NATIONAL EDUCATION ASSOCIATION

Presented at the Fourth Business Meeting of the Representative Assembly. *See page 153.*

Thank you, *Mr. Harris*. I have attended a goodly number of NEA conventions, and my sense at this time tells me that the delegates are weary of words and are pressed for time. (Applause) For that reason, I am going to set aside an absolutely spectacular address that I spent a lot of time preparing.

Instead, I would like to say just a few highlights of the past year—the past two years—and then we will proceed forthrightly with the business before us. It is very difficult to look backwards over a two-year period of time and extract those things to be included in such a very brief commentary.

It is also very difficult to look out in front of us and extract those pieces that one would address at this particular junction, but it is my strong conviction that this assembly has no meaning whatsoever unless we view it as an intersection of the past with our future.

So, very briefly, I would suggest to you that over the past couple of years, we have experienced indeed astounding success and that is certainly true in the year immediately preceding this assembly. During this past year, we have added 213,000 new members to the NEA for the first time. (Applause) Two hundred thirteen thousand members in one year equals slightly in excess of 4,000 members per week. That brought us to 1.7 million members, which means, first, we are the largest organization of professionals in this country; second, we are the largest organization of public employees in this country; third, we are growing more rapidly than any other professional

association or labor organization in the United States of America. (Applause)

Our successes are not described merely by counting up our members. We have proudly and confidently gone to the professional educators of this country and provided them with an organizational choice. Where that choice has been posted, we have been chosen, and we can continue to provide that choice with great confidence.

For example, over the past two years, as we moved vigorously into higher education, we have, in 21 elections entered, prevailed 19 times. This includes the University of Hawaii where, in conjunction with the AAUP, we ousted the American Federation of Teachers, and this includes the University of Minnesota. We believe these to represent the fourth and fifth largest bargaining units of higher education personnel in the country. (Applause)

We have been into the state of Florida with great vigor. The president of our affiliate in Florida, the NEA director from Florida, has reported to you that the results in Florida have exceeded even our most optimistic expectations. Certainly in the state of Missouri we have met our expectations, and we have exceeded those that were projected by our adversaries. We feel very, very good about what we have achieved.

To turn briefly to the state of Mississippi, we have a situation that has not attracted nearly so much attention as these other two. But after 100 years of teachers working in a condition divided by race, our affiliate, predominantly Black, has merged with an independent teachers association predominantly White. In the immediate future, for the first time in the history of the state, Black teachers and White teachers will work together in an organization that represents virtually all teachers in the state of Mississippi. (Applause)

These kinds of successes have brought to us power that we have not known heretofore. We can know when something is going well because everybody who occupies an office sees and everybody who aspires to office accepts the credit therefore.

Nearly every speaker before this convention has spoken of our astounding political achievements. Two hundred ninety of 310 endorsed candidates have assumed office. But in 1976 it is important that we do even better because we have seen that even with these achievements, we have not had the capability to override Presidential vetoes of significant social and economic legislation.

So I say, in 1976 we must dedicate ourselves with full vigor to the matter of improving the Ninety-Fourth Congress, and perhaps even better, electing the type of President that makes it possible that we stop worrying about the matter of overriding vetoes. (Applause)

I think it important that we cite, at least briefly, the achievements of the Coalition of American Public Employees, but *Harvey Zorbaugh* has stolen that part of my address. We now have the two new members. We represent in excess of 3 million public employees. We have coalitions working in 20 states.

Notable achievements of those state coalitions have been cited for you already at this convention. Suffice it to say that the ideals of the Coalition

thrive and the Coalition itself grows because it is a good idea whose time has come. It is working and helping us to advance the objectives and aspirations of our members.

Now, we have problems, we have major problems. Teachers all over the United States have problems. We have hundreds, indeed thousands, of bargaining impasses that are not resolved at this point in time. We have an extremely serious situation in South Point, Ohio, where teachers have been fired. Teachers have been fined; teachers have been jailed. We have had what we perceive to be unprecedented corruption in the judicial process. We have had reckless behavior. It is a very distressing situation.

We have a very bad situation in Crestwood, Michigan, that has lingered on for two years. We have had legislative crises which continue in the states of Tennessee, Texas, California, Michigan, New Jersey, Georgia, Washington, and many, many others.

So I don't suggest to you that we have solved all of the problems facing our members. I am merely suggesting to you that we have developed an enormous problem-solving capacity and that when American teachers look for an organization that offers them hope for ultimate solution, they are turning to this organization. They are turning to this organization because it is their only meaningful hope for resolution of the difficulties that they face.

This delegate assembly has made that so. You have made it so because your decisions have created an organization that provides the doctrine, the philosophy, the leaders, the program, and the services that are desired by America's teachers.

So long as we persist as an organization that represents with vigor that which is desired by the constituents whom we represent, we will continue in the immediate future to roll up the astounding achievements that we talk about here at this convention.

I thank you for this opportunity and I wish you well. (Applause) Thank you.

MINUTES OF MEETINGS

FIFTY-FOURTH REPRESENTATIVE ASSEMBLY

FIRST BUSINESS MEETING

Saturday Afternoon, July 5, 1975

THE FIRST BUSINESS MEETING of the one-hundred-and-thirteenth annual meeting and Fifty-Fourth Representative Assembly of the National Education Association convened in the Los Angeles Convention Center, Los Angeles, California, Saturday afternoon, July 5, 1975, and was called to order at 12:15 P.M. by *President James A. Harris*.

President James A. Harris: Will the delegates please be seated.

The one-hundred-and-thirteenth annual meeting and the Fifty-Fourth Representative Assembly of the National Education Association are now in session. (Applause)

We are very glad that the U.S. Army, Los Angeles District Command, is providing us the color guard to open our meeting. I would ask that you please stand.

(Posting of colors)

(Pledge of Allegiance was led by *Dale Rumberger*.)

(National anthem was sung by *Savannah C. Jones*.)

President Harris: Will you remain standing for the invocation, which will be given by the *Reverend Edward R. Banks*, the First Presbyterian Church, Burbank, California.

Reverend Edward R. Banks: I want us to consider what we are about to do in this moment of prayer.

We are about to invoke the presence and the blessing of the One in whom the universe finds its source. Through the medium of ordinary human speech, we are going to invoke His presence in our midst, into the midst of a very needy world.

Last night when the fireworks display was being shown in my hometown, I was called to a home where it was my task to inform a mother and father that their young teen-aged son had committed suicide.

The reality of God and the reality of need—these are the twin truths that prompt us to pray as we begin these five days of annual meeting. Let us in earnest seek the blessing and the presence of God as we pray.

We acknowledge we live in a hurting world, O God, and therefore, save this moment of prayer from being merely a gesture to custom, tradition, or ritual.

Life is far too serious for that. Rather make of it a deep, genuine experience for each one of us in this place as we now call upon You for guidance and help for these five days of annual meeting.

Many of us have sensed Your presence in the exalted experiences of life, moments of beauty and insight and worship and love. Enable us now to sense Your nearness in the deliberations and business of these days.

Be among us as the unseen delegate present and accounted for and voting and speaking through the minds of any who have the courage to say No to anything that makes it difficult to say Yes to You and to the betterment of human life in this nation.

Make of us a gathering of responsible pioneers who will take from the altars of the past the flame and not the ashes so that the light of knowledge and truth and wisdom may make of people, persons, and may make of humanity, humans.

We remember the One who long ago gave Himself to needy men and women and carried little children in His arms. They called him "The Good Teacher," and He taught it is more blessed to give than to receive.

So grant to each one of us that wisdom to think not of what we can get, but of what we can give, so that a new revolution of love may come to our lives and this place and to our teaching

at home, as we work with the most priceless raw materials in all the world, the minds of children and youth.

May this moment of prayer find each one of us in his or her own way reaching out for Your help and guidance. Hear this, our prayer, authored in the name of Him whose truth makes us free. Amen.

President Harris: Thank you, *Reverend Banks*.

Thanks also to *Dale Rumberger*, president-elect of the Student NEA for leading us in the Pledge, and to *Ms. Savannah Jones* of Alabama for singing our national anthem.

Would you please be seated.

Formal action is needed to adopt the order of business. The proposed order of business is printed in your program. It is understood that, if time permits, the Chair may proceed with business listed for the next meeting or in certain cases move to special items.

If the Assembly is recessed before the business listed for a session is completed, the Assembly will resume at that point when it is reconvened.

In order to expedite business, the Chair may change the order printed in your program.

Please remember, when addressing the Assembly, to indicate your last name and your state.

A motion to adopt the order of business in now in order. I recognize *Roger Kolsrud* of North Dakota who moves this action.

. . . *Motion* was seconded by *Juanita Badke* of Iowa.

President Harris: Is there discussion? Seeing no one wishing to speak, we are ready to vote. All in favor of the motion . . . opposed . . . *the Ayes have it*.

I would like to call your attention to the parliamentary guidelines beginning on page 22 of your program. You should find these invaluable on all parliamentary and procedural matters, ranging from the making of motions to abuses at the microphone.

To assist you, we are again this year providing an RA Information Table. Its purpose is to provide information or consultation on any convention matter, including resolutions, new business items, technical assistance, financial estimates, or any aspect of the proposed budget.

The table is staffed by trained consultants who should be able to help you. If they do not have the answers to your questions, they are prepared to get the answers for you or to put you in contact with the people who can provide the assistance you need.

The consultants will be seated during the convention at a table directly in front of the stage. They will be available during the entire time that the Assembly is in session.

Those of you who may be considering the possibility of initiating any official business should definitely take advantage of this information service. It will help you to check your proposed action for accuracy, possible program duplication, policy conflict, cost implications, potential legal difficulties, and the like.

Such information is doubly important when your proposed action relates to legislative items.

As an additional help to delegates, a new guide to the Representative Assembly Information Services has been published this year and a copy was mailed to each delegate.

The guide contains a great deal of useful information, particularly a center-fold that contains a schedule of all Representative Assembly deadlines.

It also gives further details about the Representative Assembly Information Service. Additional copies of the guide are available at the information table.

And now to the next item. We are honored to have as our opening speaker at this convention a woman who has spent her entire working life in the academic world—that is, until two years ago when the President appointed her to the top education post in the executive branch of the federal government.

As assistant secretary for education, *Dr. Virginia Trotter* provides leadership and policy guidance for the Education Division, which includes the Office of Education and the National Institute of Education.

She also advises the Secretary of HEW on all education matters. Prior to coming to Washington, *Dr. Trotter* was vice-chancellor for academic affairs at the University of Nebraska, where she has spent most of her academic life.

She has also served on the faculty of the Universities of Vermont and Utah. As teachers, we have high hopes for her and look forward to a long and mutually beneficial relationship with *Dr. Trotter*.

As a measure of her desire to get better known to us, *Dr. Trotter* has instructed her chief assistant to stay on throughout the convention, along with other representatives from her office.

These people will be attending all meetings and reporting back to her on ways in which communication between teachers and the federal government can be strengthened.

From this positive gesture alone, we are optimistic about the future. I am proud to present to you at this time the assistant secretary for education, *Dr. Virginia Trotter*. (Applause)

Dr. Virginia Y. Trotter: Thank you, *President Harris*.

It is indeed a pleasure to be here, and I am more than delighted with the opportunity to share a few remarks with you at this very important convention.

First of all, I would like to bring you greetings from the Education Division of the Department of Health, Education, and Welfare.

As *President Harris* said, this includes the Office of Education, which administers many of the programs that serve your schools; the National Institute of Education, which is responsible for educational research and dissemination at the federal level – and we feel it is going to do very much for the schools in the United States; and the National Center for Educational Statistics, which serves all components of the Division and is now a direct part of my office.

Again, I would like to say greetings. Two months ago members of the National Education Association had a historic meeting with *President Ford*.

The President pledged that he wanted to establish closer ties with your membership. He pledged that the doors of the White House will be open to all of you.

On the occasion of this one-hundred-and-thirteenth annual meeting, I want to reaffirm *President Ford*'s promise to you.

As assistant secretary for education, I will do all I can to assure a meaningful dialog with the NEA as we in the Education Division move ahead in planning federal education policy.

I am happy to say that over this past year the Education Division and your Association have developed a better working relationship than ever before.

I intend to see that this continues. In his remarks, *President Ford* stressed that he would like to see classroom teachers have a larger voice in federal policy making.

He wants more teachers on federal advisory councils and commissions. You must be very pleased, I am sure, about the recent appointments of two classroom teachers, *Carol Ann Doherty* and *Manera Constantine*, to the National Advisory Council of Education Professions Development. (Applause)

A continuing member of the Council, also a classroom teacher, *Walter Tice*, has been appointed as the new chairman. (Applause)

In addition, all agencies in the Division of Education have asked the National Education Association's Office of Government Relations to recommend teachers on a regular basis for Presidential and HEW advisory committees.

These recommendations will be sent forward to be finalized by the Secretary or the President, depending upon which committee they are to be recommended for.

I want you to know that I really am impressed with the format of this annual convention and its theme, "Educational Strategies During an Economic Crisis."

As I understand it, you are holding strategy seminars in which plans are being developed for local education associations to use as they cope with the economic crisis.

I commend the National Education Association for its pragmatic approach to the problems of education. We need more of this.

In the face of economic crisis, we must utilize our resources to the fullest. However, this is no time for education to be shortchanged. Instead, I think this is the time to concentrate on quality. NEA's 1975 Project Neglect, under the direction of *President Harris*, with whom I have very much enjoyed working this year, has been an important step in the direction of increasing educational quality.

In this time of decreasing school enrollments, we should be mindful that this does not represent a breathing space for American education. Rather, it is an opportunity to deliver on promises of quality education. This means quality education for every student.

We must also continue to act on the promises made in the early 1960's to the educationally disadvantaged, and on the more recent promises made in litigation and legislation to other special population groups. These include the handicapped, the migrant, the adult, the elderly, the American Indian, and the children needing bilingual education, just to mention some of them.

I am very pleased that your Critical Issues Conference focuses on the educational needs of these special population groups.

Let me say that the Education Division remains committed to equal educational opportunity.

We want to improve the opportunities for minority students within the classroom. In my office evaluation studies are under way to determine the instructional techniques that are most effective in raising the achievement of minority students.

We are also studying ways to raise the achievement of students in desegregated settings.

In the area of education for the handicapped, the Administration's new legislation reflects the first step toward building the capacity in state and local education agencies to educate handicapped children.

Once this capacity has been created, a major new federal role is anticipated. The Education Division also recognizes the educational needs of Vietnamese and Cambodian children. We are providing assistance in a variety of ways. Of particular interest to you are our plans to approve financial assistance and technical assistance to school districts which will enroll large numbers of refugee children.

This assistance will help schools to meet the special, emergency costs of instruction for these children in elementary and secondary schools.

We also will be providing information to school districts about materials and resources that are available for teachers to use in instructing American children about Vietnamese culture.

Today's trend of decreasing enrollments creates a perfect opportunity to decrease class size in order to deliver quality education. (Applause)

Concurrent with this trend is the need for teachers to have the specialized skills to deliver quality educational services to these special population groups who have for so long been victims of educational neglect.

This we can no longer tolerate. I do not think of this as a time of teacher surplus. Instead, if we do what we should for quality education, this can be considered a time of teacher shortage. (Applause)

Our strategy in the Education Division has been to redirect our teacher training programs. We are focusing on providing for specialized training, particularly for in-service teachers, and also for potential teachers in these areas of educational neglect.

Our focus for the future must be on improving the quality of the teachers we prepare and the quality of those already in the teaching profession.

For some, the economic crisis has put accountability at the head of education's agenda, but there are many complexities involved in measuring the effectiveness of education and in the measuring of classroom teaching, in particular.

It is my belief that given these difficulties, the only really effective accountability lies in increasing the professional stature and quality of our nation's teachers. (Applause)

I strongly believe that teachers should have more decision-making responsibilities in their schools on programs (applause) and on materials and instruction. The Education Division is currently looking into the trends of school-site decision making.

We will certainly be happy to share our ideas with you as we progress. Any comprehensive approach to ensuring quality education must include a concern for safety in the schools. I noted that this is one of the critical issues you are addressing during this conference.

I want you to know that we in the federal government realize that this problem can be resolved only in the long run by creating an environment where school violence is not encouraged. (Applause)

However, in the short term we recognize the need for protection of teachers and students.

Congress has responded to this need by mandating a safe schools study in the Education Amendments of 1974.

This study will determine the extent of school crime and the measures being taken to prevent it.

The National Institute of Education and the National Center for Education Statistics are working together to fulfill the mandate of the Congress.

Specifically, the National Institute of Education is conducting an intensive investigation into the causes of school crime and effective means of preventing it. This study will result in information that will be directly useful to school personnel in your efforts to make your schools safer.

The National Center for Educational Statistics has been conducting a sample survey of schools to gather data on the number of offenses and property losses. This is the first national study of this kind that has ever been undertaken.

If I leave you with only one thought today, I would hope that it would be this: the Education Division of the federal government is sensitive to the needs of teachers. I speak for the entire

Education Division, the Office of the Assistant Secretary, the Office of Education, and the National Institute of Education when I say we want to know what your concerns are.

I congratulate the NEA on the fine work that has been accomplished this past year, as well as in the past, to improve the quality of education in our nation. I know this is an important, continuing goal for you, just as it is for all of us.

Educational neglect in America has reached a point where it is no longer tolerable. In this coming year, I ask the National Education Association to join with the Education Division to combat educational neglect and to ensure quality education to all of our students.

We in education must remain committed to this task, and we must inspire a stronger commitment from the rest of society towards our efforts.

Exactly one year from today—July 5, 1976—we begin the next 200 years of our history. I would like to look back on this year, 1975, as the last year our educational system suffered from educational neglect. (Applause)

Maybe we are asking for too much too soon, but I don't believe it can ever be too much too soon.

I know that with your help, a year from now we can begin to look forward to a "Tricentennial" of educational excellence for all.

I really do appreciate again the chance to say this to you today. I know that you are going to have a very successful conference. Congratulations on what you have already done. I look forward to working with you in the future.

Thank you. (Applause)

President Harris: Thank you very much, *Dr. Trotter.* We do appreciate those remarks coming from you. We apologize for the fact that there were problems as far as the sound was concerned.

I want to say to those sections that are having trouble hearing, that we are working on the problem.

We have had a number of points of order from those sections. If your point dealt with the matter of sound, we are working on the problem and hope to have it corrected very shortly.

I have a point of order at microphone 16 that I see remains. I call on *Tom Pisa* at microphone 16.

Thomas J. Pisa: Tom Pisa, delegate at large. I would like to comment on the sound back here. It is virtually impossible to hear what is going on up there.

President Harris: Tom, can you hear when I speak into the microphone like this? Does this correct it any?

Mr. Pisa: When I stand in front of the microphone right now, it is not too bad. When I move over to where I have been sitting, it is almost impossible to hear.

President Harris: We are working on it, and we certainly hope that the problem will be resolved shortly.

As you may know from experience with sound systems, the only way they can finally be tested is to have everybody present in an auditorium. This sound system was checked many times, and it worked ideally while the building was empty.

So at this point we have a choice (laughter), but I trust that you will stick around until we get the system corrected.

The minutes of the 1974 Representative Assembly have been printed and distributed. The Chair is ready for a motion to approve the minutes as printed.

I recognize for that motion, *Dr. Horace Tate* of Georgia.

. . . *Motion* was seconded by *Juanita Badke* of Iowa.

President Harris: Is there any discussion?

Seeing no one wishing to speak, I will call for the vote. All those in favor . . . opposed . . . *the minutes have been adopted.*

The Chair recognizes *Woody Lee,* president of the Illinois Education Association, on a point of personal privilege.

Mr. Lee, microphone number 8.

Woody Lee: Okay. Thank you, *President Harris.* On behalf of the 63,000 NEA members in Illinois and this Illinois delegation, I do appreciate the opportunity to demonstrate Illinois' commitment and teacher solidarity to political action by presenting a check today to NEA-PAC.

We in Illinois have been successful in the political arena these past few years by electing to public office in last year's elections 89 percent of our teacher-endorsed candidates.

We do join with all teachers in these United States to make NEA and NEA-PAC the number one political influence for progressive and representative government. We hope that the financial commitment made today will help elect an NEA, education-first president in 1976.

Next year our commitment will be $63,000 because of our reversal dues checkoff system.

Today, Mr. President, we in Illinois are pleased to present this to you, and our vice-president, *Gary Randolph*, will be presenting to the rostrum a check for $25,000. Thank you very much. (Applause)

President Harris: Thank you, *Mr. Lee*, and thank you, Illinois.

We realize that across the country this is just prologue to what we can expect in the future. We thank you tremendously.

Standing Rules governing this meeting and proposed amendments to the rules will be presented by the chairperson of the Bylaws and Rules Committee, *Helen Krause* of Nebraska.

Helen Krause: Can you hear me? Fine.

The Standing Rules governing the operation of this Association are found in your official program on page 28. Please refer to those for a discussion of the amendments to the rules that I will present to you.

The rules once adopted, continue to govern the operations until they are amended by addition or deletion. For that reason, at this time it will be necessary only to accept or reject the amendments that are indicated.

The amendments that add information are in boldface type in the rule. Those that delete information are in italics enclosed in brackets.

The first rule to which an amendment was offered is found on page 30. It is Rule 4F. The addition reads as follows—and there has been a printer's omission. I will take care of that first and then read the addition.

On the third line from the bottom of the page after the word "chairperson," will you add the three words "of the delegation."

Page 30, 4E, after the word chairperson, add "of the delegation." The addition then reads:

> Staff members of state and local affiliates shall upon designation by the chairperson of the delegation be permitted to be seated in the section with their delegation.

Mr. President, I move the adoption of this amendment.

President Harris: Do you have a second?

. . . *Motion* was seconded by *Horace Mayo* of Minnesota.

President Harris: Is there discussion? Seeing no one wishing to speak, we will call for the vote. All those in favor . . . opposed . . . *the Ayes have it.*

Ms. Krause: The next amendment is also by addition and is in 4G, which you find on page 31 at the top of the page. It would add the three words "and designated staff."

Mr. President, I move the adoption of this addition.

. . *Motion* was seconded by *Charlotte Bloom* of Iowa.

President Harris: Is there discussion? Seeing no one wishing to speak, I will call for the vote. All those in favor . . . opposed . . . *the motion passed.*

Ms. Krause: Rule 5B, which immediately follows, contains an addition. It would add the words "unless previously elected by the NEA members within the state or the state representative assembly." Mr. President, I move the adoption of this addition to Rule 5B.

President Harris: I recognize *Vernon Bligh* of Iowa for the second. Is there discussion? Seeing no one wishing to speak, I will call for the vote. All in favor . . . opposed . . . *the Ayes have it.*

Ms. Krause: There is an addition to Rule 5C. The addition would read "or such other officially recognized parliamentary authority as the state delegation may recognize."

Mr. President, I move the adoption of this addition to Rule 5C.

President Harris: I recognize *Ed Dickau* of Ohio for the second. Is there discussion? Seeing no one wishing to speak, I will call for the vote.

All in favor . . . opposed . . . I am going to give you your first opportunity to exercise.

All those in favor of the motion, please stand . . . opposed . . . *the motion is carried.*

Ms. Krause: The next amendment has to do with Rule 6, page 34, Section P. This amendment would delete the two words "of any" and add "and/or a majority of the."

The rule then will read:

> "At the request of the presiding officer, and/or"—"and a majority of the delegates"—

pardon me, my correction—"and a majority of the delegates any amendment or main motion shall be in writing."

Mr. President, I move the adoption of this addition.

President Harris: I recognize *Ruby Gainer* of Florida for the second. Is there discussion?

Motion was seconded by *Ruby Gainer* of Florida.

President Harris: Seeing no one wishing to speak, I will call for the vote. All in favor . . . opposed . . . once again the Chair is in doubt. Those in favor of the motion please stand . . . opposed please stand . . . *the motion is passed.*

You are close and loud. (Laughter)

Ms. Krause: The next amendment is in Section Q, immediately following. It would delete the number "10" and add the number "5." Your Rule then would read:

> Any person, chairperson, or member who is presenting a committee report shall not speak more than 5 minutes unless permission is granted by a majority vote of the Representative Assembly.

Mr. President, I move the adoption of this amendment.

President Harris: I recognize *Dr. Helen Wise*, immediate past president of NEA, for the second.

Is there anyone who wishes to discuss this? Seeing no one wishing to speak, I will call for the vote.

All in favor . . . opposed . . . *the Ayes have it.*

Ms. Krause: The next amendment, Rule 7A, would add the word "availability" and delete the two words "whenever practicable."

Your Rule would then read:

> Availability. Copies of each report by a committee of the Association or of the Representative Assembly shall be made available to each member of the Assembly before or at the time of the presentation of such report.

Mr. President, I move the adoption of this amendment.

President Harris: The Chair recognizes *John Basham* of Kentucky for the second. Is there anyone who wishes to discuss this motion?

Seeing no one wishing to speak, I will call for the vote. All in favor . . . opposed . . . *the Ayes have it.*

Ms. Krause: In Rule C, there is an addition. The words "report of the Committee on Program and Budget" have been added.

Mr. President, I move the adoption of this addition.

President Harris: The Chair recognizes *Gene Duckworth* of Michigan for the second.

Is there anyone who wishes to discuss it? I will call for the vote. All in favor . . . opposed . . . *the Ayes have it.*

Ms. Krause: The next amendment deals with 7. It would add a new paragraph D, which reads:

> Format. Reports of committees shall be in a format, prescribed by the president, which provides for a separation of an explanatory, background, or introductory report information from any recommendations the Assembly is to act upon.

Mr. President, I move the addition.

President Harris: The Chair recognizes *Gary Mitchell* of Iowa for the second.

Is there anyone who wishes to discuss it? I will call for the vote. All in favor . . . opposed . . . *the Ayes have it.*

Ms. Krause: The next amendment is found on page 38, Rule 8. It would add a new paragraph to Section 7, page 38:

> Such "continuing resolutions" shall be submitted to the Representative Assembly by number. If there is no objection, they will be considered for adoption en masse together with all other "continuing resolutions" to which there are no specific objections. Resolutions objected to when introduced by number will be set aside to be considered individually.

Mr. President, I move the adoption of this addition.

President Harris: The Chair recognizes *Maurice Swanson* of Kansas for the second. Is there anyone who wishes to discuss it?

I will call for the vote. All in favor . . . opposed . . . *the Ayes have it.*

Ms. Krause: Rule 9, having to do with the distribution section. Rule 9, 1, (b), page 39, would add the words in Section (b) after the word "constitution," "along with the name and state of the contact person."

If you will turn to the next page, you will find the same words inserted in Section (b) dealing with the Bylaws, and on page 41 the same words in Section 2, (b), dealing with the Standing Rules.

Mr. President, I would move the addition of these words "along with the name and state of the contact person," in each of these Sections.

President Harris: I recognize *Mary Christian* of Michigan for the second.

Is there anyone who wishes to discuss these changes? All in favor . . . opposed . . . *the Ayes have it.*

Ms. Krause: If you will turn to page 45, Rule 10H, at the top of the page, Subsection 1 deals with the time at which the polls will be open. Upon recommendation from the Board of Directors, and with the approval of a majority of the Bylaws and Rules Committee, I will now submit to you an amendment to this Section.

This will require a two-thirds vote because it has not been printed previously. The amendment would change "3 P.M." to "12 P.M."

The reason is that the Elections Committee has told the Board that with the machines we have available, it is possible to complete the election by noon.

This change will give us an opportunity to set up a runoff election Monday afternoon if we need it and would facilitate the election process.

You will note on page 46 in Section 8, near the bottom of the page, the same change is made. The first change deals with voting on the first ballot, which this year is the candidates'.

The second change deals with the time of voting on amendments.

Mr. President, I move the adoption of the amendment changing "3 P.M." to "12 P.M." in both instances.

President Harris: The Chair recognizes *Kay Foster* of Connecticut for the second.

There is someone that wishes to discuss it at microphone 6, *Baruch Kaelter.*

Baruch Kaelter: Mr. President, my question is related to the printed amendment number 9 which relates to the primary and final elections and not to this particular amendment.

President Harris: Okay, we will wait for you.

Is there anyone that wishes to discuss the proposed amendment? If not, we will call for the vote.

All in favor . . . opposed . . . *the Ayes have it.*

Ms. Krause: Mr. President, this completes the amendments to the Standing Rules as I have them in my hands.

President Harris: Microphone 6.

Mr. Kaelter: Mr. President, in my hand I have a copy that was printed and given to me, indicating an amendment number 9 dealing with a primary election and a final election.

What happened to that?

Ms. Krause: I am sorry I omitted that because I was working from the handbook or the program.

When amendment 9 was submitted to the Bylaws and Rules Committee and we studied it, we ruled it out of order because among the deletions is the deletion of the runoff election process. At this time, with the election process as it is defined in the Standing Rules, we felt that it was necessary to have that provision for a runoff election.

Therefore, the Committee has ruled amendment 9 out of order and did not submit it to you.

President Harris: Microphone 6, please.

Mr. Kaelter: Mr. President, it seems to me that whether we call this a primary and final election or whether we call it a first election or runoff election we are dealing with the same thing.

But somehow, aside from the semantics, nowhere in these provisions does it allow any group, whether it be you or the Elections Committee, to cut down the number of candidates so that we can actually achieve a majority.

It seems that under the present rules that are for elections, we could be voting forever in order for one person to receive a majority.

It would seem logical that the Elections Committee be authorized to take the top two candidates from the first election and then have a runoff between those two, but this is not stated in the Rules.

President Harris: I am going to take the advice of the Bylaws and Rules Committee and rule it out of order. Then if you wish to appeal it, we will have to proceed from there.

Mr. Kaelin: My question still deals with the present rule, even if this is out of order. If you look at paragraph 3, dealing with runoff elections, it seems to imply that the president may continue to call runoff elections until someone receives a majority at some time.

It seems to me that runoff implies that you take the top two candidates, hopefully, who won, or who received the most votes in the first election and have a runoff between those two so we can have a majority.

President Harris: Will the chairperson please respond to that?

Ms. Krause: Will you please refer to page 48, Section E, dealing with runoff elections?

It was our feeling that while this might be a lengthy process, it does cover the problem that you raise and would provide for runoff elections.

President Harris: All right, would you continue, Madame Chairperson?

Ms. Krause: I have completed the amendments that have been presented to the Bylaws and Rules Committee.

President Harris: Thank you.

The preliminary report of the Committee on Credentials will be given by the chairperson, *Edward E. Orsborn* from Washington.

No action is required on this report.

Edward E. Orsborn: *President Harris* and fellow delegates, the Committee on Credentials has met nine times and I will continue to meet daily each morning and if necessary each afternoon until this Representative Assembly adjourns.

The Committee is composed of five members. The members in attendance are *Lucille Noll* of Kansas, *Paul Drake* of Tennessee, *Tyna Davis* of Alabama, *Thaddeus Law* of Michigan, and myself.

This being a transition year under our new Constitution, the responsibilities and case load of the Committee on Credentials have been unusual and heavy.

Among other Constitutional and Bylaws Rules, specifically three new governance items are in effect as of this 1975 Representative Assembly.

First, the Representative Assembly delegates must be elected by open nominations through secret ballot and by a majority vote in accordance with the one-person – one-vote principle.

Second, representation shall be on the basis of proportional representation by educational position.

Third, allocation of ethnic minority representation shall be equal to the proportion of identified ethnic minority population within each state.

The Committee in its meetings has met and/or corresponded with numerous individuals and local and state affiliates regarding certification of delegate status.

Challenges to delegate status have come from this Committee's authority, individual members, and local affiliates.

The Committee has considered more than 30 challenges. Twenty-nine of those challenges were sustained, with resulting adjudication providing for the withdrawal of credentials or the granting of waivers.

Four challenges were denied after investigation proved that there was a lack of merit for those challenges.

One challenge requires being reported by this Committee in this preliminary report. One local in a state was challenged for its lack of ethnic minority delegates.

Our investigation found, however, that an ethnic minority member was nominated in that local and in seven runoff elections had failed to get a majority of votes.

Further, that state delegation, while required to have 9 percent ethnic minority members, has in fact 13 percent, thus meeting and exceeding the required ethnic minority representation.

The Committee has rendered decisions based on interpretations of guidelines for the Constitution and Bylaws provided for in this transition year.

We have requested new elections when necessary and possible. We have denied credentials when challenges were justified in our interpretation of those guidelines under the new Bylaws and Constitution.

We have, however, in all cases been guided by an attitude of good faith, common sense, and pragmatic understanding of the problems being worked out by the more than ten thousand local and state affiliates to come into compliance under the new NEA Constitution and Bylaws.

Whenever possible and justified, we allowed one-time only waivers or exemptions if

reasonable attempts were made to meet the requirements with the firm understanding that after this transition period the granting of waivers from compliance may be difficult to obtain.

As of the closing of the registration booth last evening, there are currently 7,142 delegates registered, 1,855 nondelegates and guests, and 869 exhibitors, for a total of 9,866.

President Harris, I move the adoption of this report.

. . . *Motion* was seconded by *Tyna Davis* at microphone 18.

President Harris: This report has been moved and seconded. Does anyone wish to discuss it? Seeing no one wishing to speak, I will call for the vote. All in favor . . . opposed . . . *the Ayes have it.* Thank you.

There seems to be some confusion about Rule 10 that we adopted relative to the time. The time should read "12:00 NOON," and it has been suggested that the chairperson said "12:00 P.M." Now, if there are no objections, we will correct this as an editorial change because I think we all knew the intent. Thank you.

Here to present the preliminary report of the Committee on Elections is the chairperson, *Galen W. Kinzie* of Iowa. No action is necessary at this time.

Galen W. Kinzie: President Harris, delegates, and guests, this year you will be electing eight of the nine officers of the Executive Committee to fill the office of president, vice-president, and six positions on the Executive Committee.

Nominations for these officers will take place later today, and the election will commence at 7:00 A.M. tomorrow, Sunday.

There are 15 amendments to the Constitution and 23 amendments to the Bylaws that will be discussed by this body tomorrow, Sunday, with voting to take place on Monday morning starting at 7:00 A.M.

Amendment Number 39 has been deleted from the ballot because it is a duplicate of Amendment 22.

Our governance documents require that a candidate to be elected must receive a majority of the valid ballots cast for each office. In the event that a candidate does not receive the necessary majority to be elected, a runoff election will be held on Monday morning, with one more name appearing on the ballot than is necessary to elect.

I trust that many of you have had the opportunity to visit the exhibits and to see the voting equipment we will be using for the first time in this year's election.

If you did not familiarize yourself with the voting machine that was on display in the exhibit area Tuesday through 10:00 o'clock today, please refer to the brochure presenting the Vote-Amatic, which outlines the basic steps to record your vote.

This brochure was placed in each delegate's package. Please do not use a pen or pencil for voting. Use only the stylus or metal punch provided. Be careful not to damage your ballot as you remove it from the machine, and place the punched section, the section I am holding in my right hand, in the ballot box provided.

The tabulation of the vote will be done on the premises and should expedite making known the election results.

The same voting procedure will apply for the amendments and any runoff elections needed on Monday or Tuesday.

In an effort to expedite the voting, we have requested each state to advise us of three choices of time periods when the majority of their delegates will be available to vote. I am holding in my hand the letters that were sent from the NEA office to the NEA Board of Directors and to the state executive secretaries pertaining to this suggested plan.

We have assigned the voting times indicated on this sheet, based on the three choices of periods when the majority of the delegates in each state would be able to vote. Each state has received this.

We have assigned these voting times up to 10:20 A.M. for both Sunday and Monday based on one of the state's choices as indicated on this sheet.

Any state delegation or individual delegate who has not voted by that time should come directly to this hall, to the Representative Assembly. Those delegates will then be scheduled to vote in alphabetical order by last name at specific times that will be flashed on the monitor.

Let me emphasize that no delegate will be deprived of the opportunity to vote. If you are uncertain of your voting schedule, please contact your state officials or come to the NEA Administrative Office, Hall C.

It is immediately to my right, and then turn to the left in the corridor to Hall C, which is the Administrative Office.

The election will take place in Hall B, which is located directly behind this platform, im-

mediately back of where the people on the platform are seated, and in the same area where the exhibits were displayed.

The entrance to the polls will be through the outside doors of Hall B, located on the south side, as I have indicated, or from the Pico Street side of the convention complex.

For your information, you are facing south. We recommend that you mark your sample ballot on pages 56, 57, and 58 in your program booklet with your preference, particularly on the amendments, because of the number.

Then take your program with you into the voting booth in order that the election process can be expedited.

The Election Committee members will be positioned throughout the polling areas to assist you and are identified by a blue election ribbon.

One final and very important point: You must present your delegate's credential like the one I am holding in my left hand, plus some other type of identification in order to receive a ballot. The additional information could be your driver's license or something similar to that.

We have tried to expedite this election process to make it possible for you to come at the designated times, and we have provided 300 of these voting machines. We hope that most of you will find it possible to follow the schedule as given and that no one will have to wait in line very long.

Thank you for your attention, and on behalf of the Election Committee, thank you in advance for your cooperation. (Applause)

President Harris: Thank you, *Mr. Kinzie.*

Since next year's officers will be elected under the provisions of NEA's new governing document, a few words of orientation might be appropriate.

Nominations will be made for the office of president, vice-president, and six positions on the Executive Committee.

The secretary-treasurer is the only one of the executive officers whose position is not in contest this year because under our governing documents, election for this position is held in the even-numbered years.

The nominating and elections procedures are spelled out in the Standing Rules and can be found on pages 43 to 45 of your convention program.

Nominations for each category of office will be made in alphabetical order according to the names of the candidates.

Nominating speeches are limited to three minutes with not more than one nominating speech for any one candidate.

Responses by the candidates will be given in reverse order of the nominating speeches.

Presidential candidates will be given an opportunity to speak for five minutes. Candidates for vice-president and for the Executive Committee will have three minutes each.

If he or she wishes, a candidate may also use all or part of the unused time for the nominating speech.

Also under the new Constitution, as you know, the terms of the president, vice-president, and secretary-treasurer shall be two years, and an executive officer may serve no more than two terms in the office to which he has been elected.

Terms of Executive Committee members will be three years, and they too shall not serve more than two terms.

In this transition year you will be electing Executive Committee candidates to three-year terms, to two-year terms, and to one-year terms.

Horace Mayo of Minnesota, a member of the Bylaws and Rules Committee, will time the speeches of the nominators and the candidates. He is seated at the small table on the lower stage to my left.

He will stand and hold up one finger when one minute of speaking time remains.

Now we are ready to begin. The first office is that of president. The Chair recognizes *Walter Galvin* of Iowa for the purpose of making a nomination. (Applause)

Walter Galvin: Thank you, Jim. Take pity, Horace.

Platform guests, fellow delegates, you can't know what a pleasure it is for me to place in nomination for the presidency of the National Education Association the name of *James A. Harris.*

I do this as president of the state that elected and reelected Jim to the NEA Board of Directors. I do this as Jim's friend and long-time colleague in Des Moines.

For 20 years Jim and I have worked in the Des Moines Education Association, gaining mutual respect even when we did not always agree.

For four years, we sat on the Iowa State Education Association Executive Board. I have seen Jim's leadership at both the local and the state level.

When we turn to Jim at the national level, we see a candidate in a position unlike any candidate in the history of the NEA.

He has been president. He is president. He does not have to say what he would do, but can point to what he has done.

Skipping all NEA involvement prior to his presidency, what has *Jim Harris* done in one year as president?

He has spearheaded the Conference on Educational Neglect, the single thing that has gained the most publicity and favorable comment ever received by the NEA.

He has pushed ever-greater political action by NEA members, resulting in 1974 in the greatest involvement and greatest successes ever by the NEA, with a winning scorecard of over 80 percent. Jim will lead us further as he supports wholeheartedly an NEA endorsement for the U.S. Presidency.

He has opened up the White House. *President Ford* on May 1 spoke to the NEA Board of Directors. You heard *Dr. Trotter* speak of this earlier today. Jim will continue to use this advance to support NEA aims.

He has testified before congressional subcommittees 15 times in the last year. The Congress has never before turned to the NEA as it does now.

He has used his leadership to complete the process of unification. None of our efforts will need to be spent in this endeavor again.

He has shown himself to be a real teacher advocate. Yes, all teachers say that about themselves, but Jim as NEA president has gone on the line when teachers have been in trouble.

He is a strong proponent of CAPE, the Coalition of American Public Employees. CAPE must get stronger, but within CAPE the NEA must remain an independent organization.

In that regard many of you recognize that Jim's platform in Portland two years ago was based upon a strong, independent united teaching profession.

Out of that stance has come the present NEA policy of independence. With Harris, you know that independence is guaranteed.

The NEA has been going in the right direction. The past year with *Jim Harris* as president, we have accelerated in the direction established by elected leaders of the immediate past.

Jim has lead us this far. He knows what still needs to be done. We need to return *Jim Harris* so that he may continue the leadership.

It begins with my nominating *Jim Harris* for NEA president. It continues with our reelecting him. It culminates with our working with *Jim Harris* as he leads us on to ever greater triumphs in the united teaching profession.

With utmost pride and pleasure, I place in nomination for the presidency of the National Education Association the name of *James A. Harris* of Iowa. (Applause)

President Harris: The Chair recognizes *Joe Pasteris* of Illinois for the purpose of making a nomination. (Applause)

Joseph M. Pasteris: Mr. Chairman, fellow delegates, four years ago we stood before this body and asked for your support for *Roberta Hickman* for the NEA Executive Committee.

You elected her then and again two years ago in an outpouring of individual support never before given any NEA candidate.

Now Roberta's qualifications, experience, and your confidence in her leadership have led her to seek the highest office in our organization.

But first, I want to tell you something. Roberta wanted me here. We have been fighting the teacher battle together for a long time, and for me to be up here nominating her—well, it is the culmination of nearly a decade of watching this lady work for us.

I am moved. Let me tell you why I said I would make the nomination, why so many of us across the country have been working so hard to put Roberta where she belongs—in the NEA presidency.

There are two things: her personal courage and her tenacity. The next NEA president has got to have courage and tenacity. Roberta has got them.

There are a lot of you out there who will vouch for that. I have watched that courage back down school boards and bowl over politicians.

This lady has guts and tenacity. Show me another candidate who has spent the last four years out in the states and locals grinding away to organize America's teachers.

I know Roberta is only five feet tall, but as I have watched her stand up to adversary after adversary—well, in my eye she is a giant among teacher leaders.

Her tenacity will help us finally elevate teachers to a significant and prominent place in American life, and that is where we have to be.

Roberta's courage and tenacity will help us instill the necessary pride in our profession that will turn around that old shibboleth of those who can, do, and those who cannot, teach those who cannot.

Knowing that you will give her the support you have given her in the past and having her pledge that she will work for all NEA teachers, I am proud to place in nomination the name of *Roberta Hickman* for NEA president. (Applause)

President Harris: The Chair recognizes *Nancy Clark* of Maine for the purpose of making a nomination. (Applause)

Nancy Clark: Mr. Chairman, platform guests, fellow delegates, I nominate for president of the NEA *John Ryor* of Michigan. (Applause)

Placing *John Ryor's* name in nomination for president of the National Education Association is not simply an opportunity for me to tell you about John.

It is an opportunity to talk with you about accomplishment, about results, about the inevitable product of John's leadership.

John Ryor has a record of accomplishment as a leader that is not simply impressive—it is phenomenal.

As president of the Michigan Education Association, John has led the state of Michigan to dramatic and often singular accomplishments.

For example, the Equal Rights Amendment has been ratified in Michigan, and *John Ryor* was in the forefront of that effort.

John testified eloquently before the Michigan legislature on behalf of the ERA and led the MEA charge for its passage.

John Ryor was instrumental in establishing Michigan's staff position of women's coordinator, the first in the country that deals exclusively with the concerns of women.

John Ryor was in the vanguard that established the only state association minority affairs division in the country to deal exclusively with the curriculum needs of minority and disadvantaged children.

John Ryor was the chairperson of the interviewing committee that hired a Black executive secretary, the first integrated state association in the country to do so.

The list goes on and on. But rather than recite the entire litany of John's achievements, let me just say that John has done it. He gets results. He has been there.

Ladies and gentlemen, I'm not placing *John Ryor*'s name in nomination so that we might make him a leader. He is already a strong leader with a solid record.

But I am asking you to elect *John Ryor* president of the NEA so that he can exercise those desperately needed leadership skills on behalf of this country's teachers.

We need a leader who can articulate our concerns. We need a leader who will advocate our positions. We need a leader who has a proven record of accomplishment.

John Ryor is such a leader. We should elect *John Ryor* as president of the NEA. Thank you. (Applause)

President Harris: The Chair recognizes *Byron Powell* of California for the purpose of making a nomination.

Bryon Powell: Mr. Chairman, delegates and guests of the 1975 NEA convention: We are assembled here to do the business of the united teaching profession representing over one million seven hundred thousand members, and we are here to choose a leader for America's teachers.

Do you and your members want an articulate and forceful advocate for public education?

Bryan Stevens doubled media coverage for education in his first term as California Teachers Association president, and tripled it in his second term.

Do you and your members want a leader who will present the united teaching profession programs and priorities to the Congress, the President, and the American public?

Bryan Stevens has been the spokesman for 145,000 California teachers, and he has not allowed what's his name—the president of the California Federation of Teachers—to become spokesman by default.

Do you and your members want a leader who will vigorously work for collective bargaining for all of America's teachers?

Bryan Stevens can discuss, debate, and explain collective bargaining to legislators, the public, and teachers.

In addition, Bryan is a superb negotiator, which is an essential skill for modern leadership.

Do you and your members want a leader who understands the mechanics of politics and how to make the political system serve the needs of the united teaching profession?

Bryan Stevens is a proven winner, a tough campaigner who stays with the issues. He wants to win and he wants to win for teachers.

Do you and your members want a leader who will work for real teacher unity, which is simply teachers joining with teachers?

Bryan Stevens does not believe that the word *unity* should be a synonym for unionism, nor should it be the code word for merger, through either the front door or the back door. *Bryan Stevens* will work to bring teachers into the united teaching profession where they belong.

Do you and your members want a leader who believes in and works for a very independent profession, independent in the classroom, independent of all unions, but working with coalitions who are dedicated to public education?

Bryan Stevens believes that ours is the preeminent profession which, by its very nature, demands independence and that this independence is its own rationale.

Each of us will, for our own good reasons, support a candidate. I shall cast my vote for *Bryan Stevens* because I believe in him and I trust him.

I am proud to place in nomination for NEA president a new kind of teacher advocate, *Bryan W. Stevens* of California. I thank you. (Applause)

President Harris: Are there any other nominations for the office of president? Hearing none, the Chair declares the nominations for president closed.

Nominations for vice-president are now in order. The Chair recognizes *Morton Mondale* of Minnesota for the purpose of making a nomination. (Applause)

W. Morton Mondale: President Harris, delegates and guests to the 1975 National Education Association Representative Assembly, it is my distinct, official, and personal pleasure to once again nominate *Willard McGuire* for the office of vice-president of NEA.

Last year while placing Willard's name before this Assembly, we in Minnesota assured you that he had extraordinary capabilities that would allow him to fill any leadership role.

We told you that *Willard McGuire* had proven his ability and that he had both the courage and ability to deal with the complex affairs of the united teaching profession.

We promised you that as vice-president he would tackle any assignment and that he would work effectively as a member of the Board of Directors and of the Executive Committee.

Willard has kept those promises we made on his behalf. He has been a knowledgeable, dependable, and effective vice-president.

He has confirmed the confidence of those who had known his work and has proven himself to those who had not yet seen it.

In the process, he has defined the new office of vice-president as a meaningful, constructive leadership position, and he has continued to develop his own leadership skills to the point that he is now invaluable to us.

Last year I promised that *Willard McGuire* would work successfully with our president, other leaders, and you as members, that his knowledge and skill would bring us together as an even more effective and united Association.

There is no more eloquent testimony to that promise and to Willard's performance this year than the esteem in which he is held by you and by those with whom he serves.

I believe that esteem explains why Willard is presently unopposed for this office. Speaking for the 44,000-member united profession in Minnesota and also Wyoming and for the 1.7 million members of the National Education Association, I again take great pride in nominating *Willard McGuire* for the office of vice-president of the National Education Association.

Thank you. (Applause)

President Harris: Are there any other nominations for the office of vice-president? If not, according to the provisions of Rule 10, Section G3 of the Standing Rules, there being only one candidate for the position, I hereby declare *Willard McGuire* elected to the office of vice-president. (Standing ovation)

Nominations for two three-year terms on the Executive Committee are now in order.

The Chair recognizes *Larry Yawn* of Texas for the purpose of making a nomination.

Larry Yawn: President Harris, fellow delegates, 161,000 members of the newest unified state nominate *Vivian Bowser* for election to the NEA Executive Committee. (Applause)

For the past two years Vivian has served teachers across our nation as a member of the Executive Committee.

Her record speaks for itself. Her actions embody progress. Her beliefs stimulate improve-

ment. The affection felt for her by this nation's teachers mandates her return to this position of leadership.

They ask you to help Vivian continue the fight.

Vivian has carved out a role unparalleled in the history of our Association. She has done her job in such a way that we daily realize that this gentle lady is a fighter.

Vivian has been fighting and winning, for teachers, for students, for our Association for 25 years.

Hear her when she underscores the importance of UniServ. Believe her when she says we must put our money and ballots behind the decision makers who will raise the priority of education in this nation.

Join her as she asks for your support in professional excellence. Share with her the belief that the teacher is a first-class citizen deserving of the economic security necessary to provide a good life for his family.

Support her as she works to ensure human and civil rights for all people. This is *Vivian Bowser*. These are her campaign promises, not glib or catchy phrases, but bread-and-butter issues.

This is the candidate who believes in you. This is the candidate who is working for you because she believes in teachers. You are the person who can help Vivian continue to fight.

This gentle lady is a fighter. This gentle lady wants to win again for you. Fellow delegates, this gentle lady is a champ. Vote Bowser. (Applause)

President Harris: The Chair recognizes *Tony Butler* of Alabama for the purpose of making a nomination.

Anthony S. Butler: President Harris and fellow delegates, I am *Tony Butler*, NEA director from Alabama, and I am indeed very happy for the opportunity of placing in nomination a friend of mine who is a candidate for the three-year term on the NEA Executive Committee.

He was born in Alabama and reared in Alabama, but he got itchy feet and moved all the way to Alaska where he started his teaching career.

He has been a classroom teacher for 19 years. He is on the Executive Committee. Presently he is a junior high school social studies teacher in Anchorage, Alaska.

He has been very active in association work for many years. He has been president of his Anchorage local and president of the state association.

He was elected NEA director and started increased activity at the national level. The NEA Board elected him to serve on the Executive Committee and then assigned him to work on the merger team to talk merger with AFT.

As you all know, nothing came from the merger talks because the members of NEA and leaders knew that we could not give up our independence and become part of the AFL-CIO.

Hank Harrison is a teacher advocate. He fights for human rights. He is open-minded and honest.

He speaks up with vigor and conviction. He does not seek position for personal power or status. He knows our problems and has good ideas for solutions.

As we face some of the most challenging periods in the history of NEA, NEA needs the leaders whom the lust of office does not kill; leaders whom the spoils of life cannot buy; leaders who have honor; tall leaders, sun-crowned, who live above the fray in public duty and private thinking.

Hank Harrison is that type of leader. He has been serving very effectively on the Executive Committee. So when you vote a position on the Executive Committee, vote for *Hank Harrison* and keep this type of man doing his thing for NEA.

I am proud and happy to nominate *Hank Harrison* for a three-year term on the NEA Executive Committee.

Thank you very kindly for your support. (Applause)

President Harris: The Chair recognizes *Julia Mason* of Arizona for the purpose of making a nomination.

Julia Mason: Mr. Chairman and fellow delegates, *Ramon Hueria* has announced his candidacy for the NEA Executive Committee three-year term, because he is an advocate for teachers and education. His most interesting background reveals why.

Ramon's parents immigrated from Zacatecas and Jalisco, Mexico, in the early 1900's, settling in Kansas City, Kansas, where *Papa Huerta* worked for the Santa Fe Railroad, and where Ramon was born.

His parents had had no education, and they wanted to raise their children in the United States because of free public education.

All members of the family have always felt a deep commitment to education. Seven of eight children graduated from high school. One lost his life in World War II.

Four demonstrated the family commitment by earning master's degrees and by attending higher learning institutions from California to France to Argentina.

All of those degrees reflect their concern for people, sociology, education, language, and medicine.

Ramon himself has a most impressive academic record. After working for three years in the business world, Ramon began teaching in 1955 in Albuquerque, New Mexico, where he has remained for 20 years teaching Spanish and where he has been chairman of the department of foreign languages.

However, his teaching is not limited to school, as he has many gringo association leaders using Spanish phrases.

His association activity and active membership at local, state, and national levels in which he has served in various roles as delegate, committee member, and officer are too numerous to relate here.

Ramon Huerta's goals include taking the Association to the members where properly it should be through UniServ for which he has fought and which he has supported and where thousand of teachers in hundreds of local units enjoy services provided at the grass roots level.

Another goal is to improve and maintain a Constitution based on democratic principles.

As he puts it, "What ConCon gave birth to will grow through experience and need."

As an advocate, *Ramon Huerta* has impressed many teachers across the country with his ability to listen, to advise, to assist in working toward a public education system which provides quality teaching and learning in all settings, on all levels.

Working with teachers and for teachers in a single, independent, united organization is *Ramon Huerta's* commitment.

He knows teachers. He knows education. He knows the Association. I am privileged to place in nomination the name of *Ramon Huerta* for the NEA Executive Committee three-year term.

Servicios del *Ramon Huerta* a NEA deben continuar. (Applause)

President Harris. Are there any other nominations for the three-year terms on the Executive Committee? Hearing none, the Chair declares the nominations for the three-year terms closed.

Nominations for the two-year terms on the Executive Committee are now in order.

The Chair recognizes *Brian Wislar* of New York for the purpose of making a nomination.

Brian Wislar: My fellow delegates, I come to you today as chairperson of Teacher Democracy, the new voice for teachers in New York State. I come to you today representing the thousands of teachers in New York whose voices are unheard, but who remain solidly committed to the National Education Association.

I come to you today (applause) to nominate *Carl Hedstrom*, a founder of Teacher Democracy, for a two-year position on the NEA Executive Committee.

Carl Hedstrom has the dedication, the experience, the know-how, and the ideas that are so necessary to America's teachers in these times of stress.

As a member of the Committee of Twelve, *Carl Hedstrom* participated in the very formulation of the principles and philosophies of the NEA as manifested in the new Constitution which becomes effective this coming September.

Carl's dedication is real. As chairman of the ConCon Rules Committee, *Carl Hedstrom* achieved 100 percent adoption of all committee recommendations to the NEA Constitution and convention.

Carl's know-how is effective. As chief negotiator for the Great Neck Teachers Association, *Carl Hedstrom* achieved the highest salary schedule in the State of New York.

As regional Political Action Committee chairman, he engineered the election of one of New York's most pro-education state legislators.

Carl's experience is broad. As a major leader for the NEA, *Carl Hedstrom* fought for and secured passage of the 1971 New Business Item that led to the creation of NEA-PAC.

Carl's ideas are needed. Even more important, however, than *Carl Hedstrom*'s dedication and experience, even more important than *Carl Hedstrom*'s know-how and ideas, is *Carl Hedstrom*'s commitment.

Carl Hedstrom has unquestionably maintained an unbroken, unwavering commitment to the advancement of the interests of America's teachers through their National Education Association.

I am proud to offer in nomination for a two-year position on the NEA Executive Committee the candidate of Teacher Democracy, *Carl Hedstrom*. (Applause)

President Harris: The Chair recognizes *Velma Hill* of New York for the purpose of making a nomination. (Applause)

Velma Hill: Mr. Chairman and fellow delegates, the theme of this great convention is "A Declaration of Interdependence." Interdependence means a great deal to us in New York.

It also means a great deal to me personally. In the 1960's, before entering education, I worked for several years, full time, in the civil rights movement.

You haven't heard much from the civil rights movement in the past few years, but that is not because the battle is won.

It is because the battle for equal opportunity cannot be won so long as there is little economic opportunity for everyone.

And the key to economic opportunity is jobs, jobs that provide a chance for economic security, jobs that provide a chance for dignity.

If exactly the same number of jobs exist tomorrow as exist today, there would not be enough jobs for Blacks or for Chicanos and for the masses of unemployed in our country, because the people who have jobs are not going to give them up to make room for minorities.

We must have a healthy economy if there are to be more jobs and more equality, just as we must have a healthy economy if there are to be jobs for teachers and quality education for our children.

Teaching is a very interdependent profession, just as the civil rights movement is a very interdependent movement. We cannot be an island unto ourselves.

Tom Hobart understands interdependence. It is very important for all of us to have someone who understands interdependence represent America's teachers on the NEA Executive Committee.

Tom Hobart knows that the NEA must start to work with others to put America back to work so that more people can pay the taxes that pay our salaries and that make educational progress possible.

Tom Hobart was elected president of the 217,000-member New York State United Teachers on a team that won over 88 percent of the vote.

As you heard, other New Yorkers are running in the NEA election. As individuals they represent a fraction of the other 12 percent of our members.

We in New York have a strong tradition of individuality and independence. But if you believe as I do that there should be a voice for New York teachers, and if you believe as I do that there should be a voice for interdependence, then vote for *Tom Hobart* because he is that voice.

Thank you. (Applause)

President Harris: The Chair recognizes *Senator Oliver Ocasek* of Ohio for the purpose of making a nomination.

Senator Oliver R. Ocasek: *President Jim* and fellow delegates, it is my pleasure to speak for *Elaine Marks* who is running for the two-year term on the Executive Committee.

Since you are all intelligent educators and have read Elaine's brochure and since you have read your delegate handbook, I will not take the time to recite Elaine's efforts on the local, state, and national level.

In doing all the things so printed, she has proved to us that she has the intelligence, the personality, the integrity, and the charm which has gained the confidence of all those with whom she works, both children and adults.

Elaine is not only a member of the NEA Board of Directors since 1972 from the great state of South Carolina, but also a member of the Board's important steering committee.

Membership on the NEA Women's Task Force, the NEA Committee on Planning and Organizational Development (commonly known as CPOD), and three terms on South Carolina's Board of Directors, as well as being a Fulbright fellow, are but a few of her credentials.

I know her as a gentle friend and a forceful leader, a patient listener, and an aggressive doer.

She makes the mark of a successful teacher. And her name is Marks, Elaine, that is. The world's image of a teacher is that of a person who constantly is giving others marks.

Now I hope my candidate, Elaine, will receive her marks just as Elaine as a teacher has been giving out grades and marks for years.

Now she will receive my mark for a position on the NEA Executive Committee. It is often said by the sage of wisdom that there are three kinds of people: those who make things happen, those who watch things happen, and those who wonder what has happened.

I would be pleased to give my seat on the NEA's Executive Committee to a dynamic gal who has done much in South Carolina, and I would like to see her sit on the Executive Committee to continue to make things happen.

Will you join me in marking your ballot for *Elaine Marks*. Thank you. (Applause)

President Harris: The Chair recognizes *Gene Clennon* of California for the purpose of making a nomination.

Gene Clennon: President Harris and fellow delegates, as a local association president supporting a local association-orientated teacher leader, I proudly move the nomination of *Tay McArthur* for the office of Executive Committee for the next two-year term.

Thank you. (Applause)

President Harris: The Chair recognizes *H. Lowell Baum* of Utah for the purpose of making a nomination.

H. Lowell Baum: Fellow delegates, a nominee for a two-year position on the NEA Executive Committee stands out as a pivotal figure in the history of this organization and of its future.

The person to whom I refer is *Hazel Petrocco*. Her name is synonymous with progress. Her efforts as a member of the ConCon delegation and a member of the ConCon steering committees, and of the all-important Committee of Twelve, gave us for the first time a solid constitutional structure for the NEA without tearing us apart.

The energy that is displayed by Hazel in her duties in the classroom and then flying about the nation to make things happen in behalf of her duties as a member of the NEA Board of Directors, the tempo at which Hazel works, thinks, and makes decisions is deliberate, and it has to be.

She was chairperson of the NEA's significant CPOD, that all-important committee which is directing the NEA, which has its hand on the rudder, if you will.

The rightness of Hazel shows that she is a woman whose sureness of foresight has led her colleagues through many critical issues and decisions and lent stature in their political endeavors.

Her wisdom and decisiveness stood our profession in good stead when she helped to chart a new direction for our profession as a member of the NEA-PAC Steering Committee.

Hazel has an obsession for service, not for self-glory of service, but for the satisfaction of making things happen in behalf of her colleagues and for the betterment of the united teaching profession.

Hazel's commitment to children was recognized by her townspeople when they selected her as a finalist for Colorado Teacher of the Year honors.

Hazel's concern for financial accountability was shown as a member of the NEA Budget Committee.

Hazel stands for organization, and this organization is NEA. The woman in blue is a familiar sight and there is good reason. She is a significant part of NEA's past—more importantly, she is a necessary part of its future.

If you have not guessed by this time, the descriptive words I have given you spell the name Petrocco: progress is Hazel; energy is Hazel; tempo is Hazel; rightness is Hazel; obsession for service is Hazel; commitment is Hazel; concern is Hazel; and organization is Hazel.

That is why it is important for us to place on our ballots for NEA's two-year executive position *Hazel Petrocco*.

It is my distinct honor to place *Hazel Petrocco*'s name in nomination for this two-year position. Remember, Hazel for NEA. (Applause)

President Harris: The Chair recognizes *Carl Harner* of Florida for the purpose of making a nomination.

Carl F. Harner: President Harris, fellow delegates, guests, today more than ever before, NEA needs teacher leaders who are tough, committed, and responsive.

A continuing struggle for increased public support of education, the emergence of teachers as a major political force, and interorganizational rivalries require that we choose carefully those people who as NEA officers create the national image of teachers.

The NEA needs a Wynn, *Lauri Wynn*. (Applause) No stranger to the NEA, *Lauri Wynn* is recognized throughout this country as one teacher advocate whose competence, courage, and directness have earned teacher respect.

Lauri Wynn has an uncanny ability to handle difficult and controversial issues. Her provocative presentations to this body in past years have resulted in standing ovations from the delegates.

She chaired the inquiry panel investigating the textbook censorship controversy in West Virginia. *Lauri Wynn* was one of the twelve people chosen to effect a compromise at ConCon which resulted in the new NEA Constitution which will become fully operative this fall.

She currently chairs the NEA Ethics Committee. *Lauri Wynn* is an elementary teacher who has also taught at the secondary and college levels.

She has demonstrated the effectiveness of her leadership by being elected to the presidency of the Wisconsin Education Association Council.

Upon completion of her term as president last fall, she was reelected by a landslide to assume the first two-year presidential term in that association's history.

Even those who do not agree with her respect her. She is that kind of person. *Lauri Wynn* is articulate. *Lauri Wynn* is sensitive. *Lauri Wynn* is feisty. *Lauri Wynn* is your kind of candidate. You will like Lauri.

I am pleased to place the name of *Lauri Wynn* from Wisconsin in nomination for a position on the NEA Executive Committee for a two-year term. (Applause)

President Harris: Are there any other nominations for the two-year terms on the Executive Committee? Hearing none, the Chair declares the nominations for the two-year terms closed.

Nominations for two one-year terms on the Executive Committee are now in order. The Chair recognizes *Wade Underwood* of Ohio for the purpose of making a nomination.

E. Wade Underwood: President Harris, fellow delegates, as president of the Ohio Education Association, I deem it a high honor and a very real personal privilege to place in nomination for a one-year term on the NEA Executive Committee one of NEA's most distinguished teacher advocates, *Bill Cummings* of Georgia. (Applause)

Bill Cummings was in the forefront of our recent efforts to transform NEA into the world's most effective teacher advocacy organization. Bill has the background of proven leadership at all levels of the profession, a background that is needed on the Executive Committee.

Bill has twice served as president of his local association, was president of the Georgia ACT, and is immediate past president of the Georgia Association of Educators.

It was my privilege to serve with *Bill Cummings* during a portion of his seven years on the NEA Resolutions Committee, a period of time in which the resolutions were rewritten to reflect strong teacher advocacy positions.

During this time, *Bill Cummings* was an articulate and forcible spokesman for those changes. Bill now serves on the NEA Council for Human Relations.

Time will not permit the naming of all of Bill's leadership accomplishments. We, therefore, invite your close attention to his brochures which list some of the areas of his involvement on the local, state, regional, and national levels.

In electing *Bill Cummings*, you will be placing on the Executive Committee a classroom teacher with a commitment to act, not react; to lead, not to follow; to fight for teachers' rights, not to endlessly study the problem; to listen to members, not to lecture them; to serve, not to seek power.

Bill Cummings is a teacher advocate, a friend of minorities, a seeker of justice, and a competent man of integrity.

Bill will not allow status to interfere with his fundamental principle that individuals are important. To Bill, rank is subservient to subjects. You are the subjects and he wishes to serve you.

Bill served as president of his state association in 1973–74 when the Georgia membership in the NEA increased from 16,000 to 40,000 members of a united teaching profession.

Bill led his state association members in a march for dignity on the capitol, the first in the GAE's history.

We are asking you to take an honest look at *Bill Cummings*. Look at his past performance, present capacities, and future potential in the NEA.

Look at what he has done, and we believe that you will agree that he can do and he will do for the NEA.

I have the high privilege to place in nomination the name of *Bill Cummings* of Georgia. (Applause)

President Harris: The Chair recognizes *Edward Smith*, Pennsylvania, for the purpose of making a nomination. (Applause)

Edward J. Smith: President Harris, fellow delegates, it is my pleasure to place in nomination for a one-year term on the NEA Executive Committee the name of *Rocco Dattola* of Pennsylvania.

Rocky is without question the most experienced candidate for this position, having served on the NEA Board of Directors for six years and on the Pennsylvania State Education Association Board for ten.

He understands teachers' problems and he knows what to do to solve them. In addition to being an officer in his local, Rocky has been a strike captain, so he knows firsthand what it is like to put it on the line for teachers.

He is well known in PSEA leadership, too, where he is the dean of PSEA's five NEA directors. Rocky is the one PSEA turns to when it comes to working with NEA to solve teacher association needs.

As an NEA Executive Committee member representing all NEA members, Rocky will apply the same determination, experience, and ability to help NEA solve the same problems he has helped us solve in Pennsylvania.

Rocky is the one candidate who is on top of teachers' problems today, and he knows how to go about putting NEA in motion to solve them.

That is why he presented a motion to the NEA Board in May which is now one of NEA's prime legislative aims. The motion called on NEA to seek federal legislation to aid in protecting against teacher RIFs, which is the biggest swindle that school boards have pulled on the public in this century.

Rocky's very timely motion is probably the most far-sighted action taken by NEA this year in behalf of teachers' rights, and Rocky is the one who made it possible.

As an Executive Committee member, Rocky will continue that far-sighted role. He will bring timely issues before the Board for action and will then see that they are implemented properly.

Another one of Rocky's skills is legislative know-how. He has lobbied actively for federal legislation and has helped coordinate PSEA's annual congressional reception in Washington.

When Rocky comes to Washington, nobody has to introduce him to his congressman or other legislative leader or take him to his senators' offices. He knows where to go to buttonhole a legislator, and he knows how to do it.

Rocky believes that NEA must provide two major services: to defend and protect teacher rights and to lobby for federal legislation.

In Pennsylvania we know Rocky as a leader who takes a stand on the issues and as a reliable association worker who believes in serving and working for members.

That is why Pennsylvania's Board of Directors has unanimously endorsed Rocky as Pennsylvania's candidate for Executive Committee and why we recommend him to you as the one for your vote.

Ladies and gentlemen, Pennsylvania proudly nominates *Rocky Dattola* as the one for a one-year term on the Executive Committee. (Applause)

President Harris: Are there any other nominations for the one-year terms? Hearing none, according to the provisions of Rule 10, Section G3 of our Standing Rules, there being only two candidates for the two positions, I hereby declare *Bill Cummings* and *Rocco Dattola* elected to the one-year terms on the NEA Executive Committee. (Applause)

This completes the nomination of candidates for NEA office. We will now hear the candidates. Responses will be made by category of position in reverse order of the nominating speeches.

I am asking *Dr. Helen Wise*, immediate past president of NEA to preside until all presidential candidates have completed their responses. *Dr. Wise.* (Standing ovation)

(Whereupon *Immediate Past President Helen D. Wise* assumed the Chair.)

Past President Helen D. Wise: Thank you. Okay, let's go. Thank you all very much.

Presidential candidates have five minutes each, plus any unused time of their nominating speeches. The first candidate to speak is *Bryan Stevens* of California.

Bryan Stevens: Madame Chairperson, teachers of tomorrow, tomorrow is too late to do what we have to do today.

That is why I am here today, to talk to you about tomorrow, because if you and I do not take over the reins of education today, we will live in an educational hell tomorrow.

As a teacher, I am sick and tired, as I am sure you are, of having to spend part of my salary for paper, pencils, chalk, and school materials.

As a teacher, I am sick and tired, as I am sure you are, of school boards' telling you and me how to teach and then holding us responsible for our kids' education.

As a teacher, I am sick and tired, and I am sure you are, of using worn-out textbooks with pages torn out and answers written in, of classes that are too large to educate our children, of indiscriminate transfers, of a lack of bilingual education, of teachers getting blamed for all of education's ills—when those ills were fostered by people who neither care about nor understand education.

As a teacher, I am sick and tired, as I am sure you are, of working with leadership that has a record of doing little to correct the education ills that bind us with the ropes of indifference.

Teachers care, or we would not be teachers. Let me tell you something that I believe in. It is a simple belief, one that I have carried with me for the past 24 years in a classroom.

It is this: no one knows more about teaching than teachers. (Applause)

That is right. You and I are the experts in teaching, not the governors, not the boards of education, not the President of the United States, and certainly not *George Meany* and his AFL-CIO. (Applause)

And I will tell you now that I do not want to celebrate the 200th anniversary of the Declaration of Independence of the United States by seeing the NEA become an appendage of the AFL-CIO. (Applause)

Now, the time has come for you and me to exercise that expertise that we have acquired, expertise that only you and I can use to reeducate this nation to the accomplishments that we can and must achieve in education.

It is one of the tragic stories of modern times that in this nation so few people know of the accomplishments that we have made in education.

You and I know that every day we hold the future of the United States in our hands. When you cast your vote to elect me president of the National Education Association, I pledge to you that I will work for teachers and this nation's youth and do the following: We will win back Boston. We will win back Chicago. We will win back New York, as we have won in San Francisco. (Applause)

And I promise you that I will ensure that it is the NEA president that will be the spokesman for the teachers of this country, and that we will make the phrase "with liberty and justice for all" a reality to replace the phrase "some are more equal than others."

But the fuse is short. Many of you know that in California I have worked on short fuses, and I have fought to improve the learning of children, to improve the plight of teachers, and to better inform the people, the parents, and the press of California.

If you believe,as I do, that we must do something now, then I ask that you join me in beginning the greatest educational push in the history of America. Only you and I can do it. Only we can do it. I am ready. Are you?

I accept the nomination for the presidency of the National Education Association. (Applause)

Past President Wise: The next candidate is *John Ryor* of Michigan. (Applause)

John Ryor: Thank you, Nancy. I am honored by both the nomination and your kind words.

Ladies and gentlemen, I should tell you that right at the top of my list of frustrations in this campaign has been the five-minute speech. It always reminds me of the tourist who desperately tries to do a half-hour Smithsonian.

There is simply too much to share with you and too little time to do it. However, let me begin by saying that I accept the nomination for the presidency of this great organization.

I accept it enthusiastically, because I believe deeply that the time has come for a new kind of leadership, a new direction, and a new vibrancy.

I accept the nomination because I believe it is time for results instead of talk about results.

My definition of results does not mean the setting of a catchy theme for the year, or the calling of more conferences, or the commissioning of a commission to give a task to a task force. (Applause)

I am talking about the kind of results that teachers can either feel, touch, or spend. To be specific, we need to elect an NEA president who will exert the leadership skills necessary to drive home a federal collective bargaining statute, one that will guarantee negotiating rights for all teachers everywhere. (Applause)

And we cannot afford to permit that bill to become buried in the graveyard of political promises.

We need a federal bargaining bill because it is the key to improving the economic status of teachers.

We need it because teachers are losing the war to inflation day by day, week by week, and paycheck by paycheck. While teachers border on becoming financial drop-outs, other segments of our society continue to profit and prosper.

My fellow teachers, just in case you haven't looked lately, teachers are right in the middle of a national economic rat race, and the rats are winning. (Applause)

We must get teachers back into the mainstream of this economy, and we must get the rats of inflation back into their cages.

I believe the next NEA president must lead that charge. We desperately need an NEA president who will stand before the power brokers and the TV cameras to denounce the kind of economic tune teachers have been forced to dance to.

The NEA president must say loudly and clearly, "We are not going to listen to the bargain basement blues any longer. We have had enough of that song and dance, and it is time someone said so." (Applause)

I think it is the cruelest of ironies that this country pays verbal homage to education as our greatest national asset and then refuses to fund the minimal educational programs necessary to educate kids. (Applause)

It is significant that while politicians continue to promise a new dawn and an open door, our colleagues all over the country are being laid off, ripped off, pink slipped, and just plain bagged.

The time is at hand for us to stop being the political yo-yo for the ups and downs of the economy.

When times are good, teachers' salaries rise all the way to mediocrity, and when they are bad, we are virtually destitute.

We need to tell the politicians who love us during their campaigns to come across after their election. There is no such thing as a politician who is neutral about education. (Applause)

Mark Twain may have said it best when he said, "If you take a dog and raise him up and make his prosperous, he won't bite the hand that feeds him." As far as he could tell, that was the principal difference between dogs and most politicians he knew.

The NEA leaders all over this country must serve notice that we either get the kind of funding that will do the job for kids and protect the jobs of teachers, or we will institute an accountability system of our own. (Applause) Many of those same politicians will be out of the legislative halls and in the unemployment lines with 200,000 of our fellow teachers.

We need an NEA president who will move heaven and earth to see that the Equal Rights Amendment is adopted this coming year. (Applause)

I believe the NEA can be the catalyst for ensuring its passage, if we act now instead of talk. Think of our power—over 1.7 million that belong to NEA, and most of them women.

There is no acceptable reason for deferring in any way on this issue. We need an NEA president who will get results when dealing with the needs of third-world teachers and children.

Finally, we should be here to elect a leader who best represents your feelings about the issues before us. Perhaps *John Fitzgerald Kennedy* said it best when he said, "Neither smiles nor frowns, neither good intentions nor loud rhetoric can ever be a substitute for the strength of people united."

I believe that. I believe in the National Education Association, and most of all, I believe in us. Thank you very much. (Applause)

Past President Wise: All right, the next presidential candidate to speak is *Roberta Hickman* of Illinois. (Applause)

Roberta Hickman: Four years! For a political party, four years can spell doom or progress. For a child, the first four years are the most crucial learning years.

For me, the past four years have been the most rewarding years of my life. They have been spent serving you as an NEA Executive Committee member.

Four years ago when I was elected, I promised I would work to bring NEA to you and your locals in the form of increased assistance and visibility. I believe I have kept that promise. I have been in nearly all the fifty states helping you to solve your problems, unify your members, and win representation elections.

I have not been a leader out of touch. I have personally shared your joys and your problems, preferring to be with you instead of attempting to communicate by some impersonal means.

My allegiance has been to you. My concerns have been your concerns—the concerns of your state and local associations. That is where I have been, and that is where I believe all NEA leaders should be, side by side with you, helping you take care of your business.

We have a good beginning. We are all but unified, with only Puerto Rico to go. The unification movement will eventually result in our attaining nearly two million teacher members in the next two years.

Such growth clearly makes us the fastest-growing employee organization in the United States. Eat your heart out, AFT. (Applause)

The figures speak loudly and they speak of power. That is right, *power*. In some corners of our association membership, power is a dirty word. But I am going to lay it our there cold along with some other words that many of us have preferred to utter under our breaths or not at all, words that many of us have considered unprofessional—*power*, *militancy*, and *politics*.

They are in my vocabulary, though some years ago they did not roll off my tongue with ease—*power, militancy,* and *politics.*

They are as primary to the success of NEA as reading is to the success of our students. We are powerful. If the course of one child's life can be altered for better or worse by one teacher, that is power, my friends, but with power comes responsibility.

Simply, power can be positive and productive if handled with responsibility. Our power is in the most responsible hands in this nation, the hands of the NEA teachers. But power needs leadership and direction.

Now, more than ever, NEA's power needs to have the kind of leadership that is able to bring this power to bear on those who have put us down professionally, educationally, and economically.

We have been easy picking's, but that day must quickly end, because you cannot spread dedication on bread. (Applause)

Let's talk about another dirty word, and that is *militancy.* If militancy means aggression and anxiousness to correct the education deficiencies that exist in your school and mine, then, by heaven, we are militant.

If militancy means achieving control of our profession, then we are militant. If militancy means gaining equal input into how and what we teach, then we are militant. If militancy means having common goals and putting our careers on the line to achieve those goals, then we are militant.

Dirty word number three: *politics.* We had better be right in the middle of them if we are going to win our priorities. Soft knocks at the door of the White House only lead to hard knocks on education and teachers. NEA political endorsements and support must be the result of guarantees from the candidates that they will support boys and girls.

NEA teachers across the country are now realizing that it is high time that we gave legislators the final exam. It is pass or flunk. If they pass, they will be allowed to go on with their work for education, backed by our support, our talents, and our money.

If they flunk? Well, we put them in and we will take them out. (Applause)

Power, militancy, and *politics*—dirty words? I prefer to call them clean words to be written on the many dirty walls that face us every day.

What they represent can and will help us to change what must be changed.

We have waited too long for sweetness, goodness, and kindness to work for us. In many ways, we have been like the six-year-old waiting for the tooth fairy, except we will be wearing dentures by the time we get our dime. (Laughter and applause)

Elect me as your president, and I will see that you use the power that we have at our disposal. I will see that our militancy is responsible. I will not hide away in the executive suite in Washington, D.C.

You will see me personally as you have the past four years, and you will hear from me. There is a lot of talent out there and I intend to put it to work. Together, as one independent organization, free from AFL-CIO domination, we can finally make education the hottest issue in the country because we have the power to turn up the heat and the responsibility to light the fire.

Give me the matches, and I will give you my energy, my experience, and my determination to put NEA in its place, out in front. Thank you. (Applause)

Past President Wise: The final presidential candidate to speak is *James Harris* of Iowa. (Applause)

James A. Harris: Thank you, Helen. Platform guests, fellow delegates, at the outset I thank Iowa, SNEA, and delegates in all other states for outstanding support.

And I thank Iowa, the SNEA, and all states and individuals whose efforts have accelerated the growth and power of our great organization.

The test of a great organization is the quality of its decisions. You as delegates must decide on behalf of the NEA whether or not we shall continue in the forward direction we have labored so long to set and have accelerated this past year.

What are these directions to which I have given my leadership and influence? First—and my record in office leaves no doubt about this—the NEA will continue more firmly than ever before as an independent united teaching profession with greater resources to improve teacher services and national influence on public policy and big enough to expound the diverse needs of all our members and the segments of our Association.

Second, complete unification is virtually assured—and as I say this, I am reminded of the heroically successful task completed in Texas, an outstanding example of what can be accomplished when we all pull together.

The NEA can now look forward to a completely unified organization, with agreements among local, state, and national components and the utilization of staff and shared program responsibility so that the delivery of service is coordinated at the appropriate levels.

Third, within the next two years, the united teaching profession has the opportunity to become the most powerful political force in America.

With an 80 percent win record this past year, the former sleeping NEA giant has only begun to flex its muscles.

Mr. Galvin only reported we opened communications with the White House. That was only the first move. I will not rest until the office of the President of the United States routinely calls the NEA president before any decision is made regarding federal education policy. (Applause)

Every presidential hopeful has already called me. I will see to it that whomever is elected continues to call after he becomes President.

Last fall we achieved the best education legislation from Congress since the Johnson administration, and now we have the best prospects ever of achieving the long-awaited national collective bargaining bill that will require all states to legislate bills at least equally as good.

Fourth, the NEA Project Educational Neglect brought greater national attention to the problems of education than has ever been generated in NEA history. We now must provide strategies for the eradication of neglect. (Applause)

The Neglect Project set the climate for the introduction of a Congressional bill that would deal with violence in the schools. My testimony before the Congress dealt with teacher security and other fundamental issues relating to school discipline, its causes and proposed solutions.

However, I insist that temporary measures are not enough. I am proposing substantive changes that will provide the quality education that will eradicate the problems that face some schools today.

Accounts of my activities are expanded on in the campaign literature which I hope you will read carefully. I want to bring to your attention a little-discussed item relating to the compatibility of your elected leaders.

I believe in teamwork, sharing information, giving strategic assignments, and harmonizing the offices of vice-president and treasurer.

During the past year, these offices have been in complete harmony. My reelection will provide us the best opportunity for this to continue.

These are the directions I have pursued: moving an independent NEA in organizational development, increased political activity, stepped-up legislative pressure, improved public influence, and an image for teachers of strength and compassion.

We must develop strategies for the economic security of teachers and for equal educational opportunity by eradicating the ravages of educational neglect.

These directions are, in substance, the goals I have taken as president of the united teaching profession.

These directions are worthy, and I ask for your support. I am pleased to accept the nomination, and together we will keep up the momentum towards a better life for all of us. Thank you. (Applause)

Past President Wise: This concludes the acceptance speeches of the presidential candidates. Mr. President.

(Whereupon *President Harris* resumed the Chair.)

President Harris: Now we come to the vice-presidency. While *Willard McGuire* is not a candidate, having been declared vice-president according to the Standing Rules, we will hear a brief statement from *Willard McGuire*, the vice-president of the National Education Association. (Applause)

Vice-President Willard H. McGuire: Mr. President, fellow delegates, I want to thank you for that tremendous vote of confidence.

At this time I am completely overwhelmed, and I can only pledge to work as hard as possible to justify your faith. Now that we have geared NEA through recent structural changes to be an effective tool for teachers, I believe we must use our Association to ensure educational progress.

To that end, I intend to do all I can in the next two years to help develop our political power.

I will work to unify teachers in purpose and practice by doing whatever I can to help NEA implement the most responsive and responsible presidential endorsement procedure in history.

It is my earnest hope that the next President of the United States is elected with the help of teachers. To accomplish that will be my personal bicentennial project.

There may be no such thing as a veto-proof Congress, but the future of public education does depend upon our ability to make sure that no school board, no legislature, no governor, no Congress, and no President can turn a deaf ear to the voice of teachers.

I will not be able to do it alone. I need the continuing support of my friends and my colleagues.

A special thank you is due my campaign committee; my nominator, *Morton Mondale;* and my very special friends, the Minnesota delegation. Thank you all. You are great! (Applause)

Now, please let me acknowledge publicly the emotional support my family has given me. They also deserve a very special thank you. (Applause)

President Harris: The candidates for the Executive Committee will have three minutes each, plus any time remaining from their nominating speeches.

Responses will be made by category, those seeking three-year terms and two-year terms.

In the three-year category, the first candidate to speak is *Ramon Huerta* from New Mexico. (Applause)

Ramon Huerta: President Harris, fellow candidates, delegates to the 1975 Representative Assembly: I am here today to ask for your support of my candidacy to a three-year term on the NEA Executive Committee.

Most of you know that I previously served on the Executive Committee and that I served you well. I ask you to vote for me, because I know that I share with you common goals and common dreams.

We see the NEA as the instrument through which we can realize those dreams. I also share your concern, and I am impatient about getting on with the job of resolving those problems that tend to separate us and detract us from our common desires.

As an organization, we are stronger now than we have ever been. In numbers alone we represent a formidable force. Now we must marshall our forces into concentrated efforts to achieve specific objectives.

No longer do we have to debate about teacher advocacy. We are the teacher advocates. No longer do we have to argue about organizational restructure and the protection of vested interests.

Our structure is now geared to deal with the present and to prepare for the future. What that future will be will depend not only on the policies which this Assembly adopts, but also on the officers that this Assembly elects.

What kind of an officer will I be? The kind that you have a right to expect and the kind that you merit. My leadership qualities have been put to the test and have not been found wanting. My commitment to the service of the members is unselfish and dedicated.

Controversial issues will arise that must be resolved by the Executive Committee. I am not so all-knowing that I have all the answers to all the problems. I must depend on you to provide me with the facts I need to make sound judgments.

I ask you to vote for me because I have the experience, the ability, and the qualifications to serve you well.

Remember my name, *Ramon Huerta,* and vote for me. (Applause)

President Harris: The next candidate to speak is *Hank Harrison* of Alaska. (Applause)

Hollis "Hank" Harrison: Mr. President, delegates, and friends: Thank you for those kind words, Tony.

First and foremost, I must express my primary reason for being involved in the united teaching profession, and that is to do battle with the forces that are impeding our progress in bringing about a quality of life to the next generation that today is only a dream.

We must attack the educational and social problems plaguing our society and our children. We have the strength. We have the ideals, but we must be willing, by hard work, to convert those ideals into realities.

Perhaps the most important strength we have is our personal commitment. With this commitment, I see collective bargaining and increased funding that we can bring about by the use of political power.

Teachers have made an impressive beginning in political activity at the local, the state, and the national levels. Next year we may take that giant step of endorsing a candidate for the President of the United States.

The process for achieving this goal must be closely monitored so that the overwhelming majority of our 1.7 million teachers will say, "We support this candidate, because this person understands the problems that we have each day in the classroom when we face our students."

With successful endorsements, we will achieve such goals as increased funding and the passage of a federal collective bargaining bill. When passed, and notice that I did say "when," not "if," this legislation will give us the dignity that we must have in order to inspire dignity in our students.

Issues such as reduction in force, better salaries, fair grievance procedures, and class size can and must be addressed and corrected through collective bargaining.

We in the NEA have the commitment to make intelligent political endorsements, to make a federal collective bargaining law a reality, and to get the increased funding that we need for education.

It is up to each of us to work for these improvements so that every teacher and every child in every classroom in this country will benefit.

The next three years will be critical years. I cannot think of any position in which I would rather serve or any battles in which I would rather fight than those which will further enhance our cause in the educational arena and bring about an America that we so frequently articulate, but we have never realized. Thank you. (Applause)

President Harris: The next candidate to speak is *Vivian Bowser* of Texas. (Applause)

Vivian R. Bowser: President Harris, fellow delegates to this Assembly, and our friends of education, I would like to take an opportunity to thank my state president, *Larry Yawn,* for a very fine introduction.

I want also to have an opportunity to remind you that when I came to you in Portland two years ago, I came to you from a then nonunified state. Though I do attempt to be quite humble, you have just got to know that I am bursting with pride today that we bring to you a unified state. (Applause)

As I sat and watched this Assembly, I dreamed a little bit that it won't be too long before that group over there is about three times the size.

I don't know where we will put them, but we will work on that. When this Assembly is over, when we have completed resolutions, when our new business items are done, when you have given direction for another year's work, there is a task that remains ahead.

That task is left in the hands of very capable staff, our Board of Directors, and the Executive Committee.

That brings me to the business of wanting to be elected again to the Executive Committee.

Two very fine years, years filled with fun things to do, years filled with very frustrating things to do, years filled with trials of teachers that will make you come to tears—I want three more years of that.

I want you to go tomorrow and vote that I be placed in a position of trust. I pledged my honor of trust to you in Portland, and I pledge it to you again. I think it is highly significant. It comes from a very good book. I want you to think very carefully about it.

This is an awesome group we have before us, 1.7 million, and growing still more awesome.

You must look out among you very carefully and seek whom you can trust to work during those times when you are working at the state and local level.

You can trust me. Give me your vote, give me that opportunity. Thank you very much. (Applause)

President Harris: In the two-year category, the first candidate to speak is *Lauri Wynn* of Wisconsin. (Applause)

Lauri Wynn: Thank you, Mr. President, and *Carl Harner,* my nominator.

I am very pleased to appear before you this morning and ask you to cast your vote for *Lauri Wynn.* I do that because I believe, after looking over all of those candidates that we have, that I have a great deal to offer; not only those things that I have done, but the potential that my capabilities offer to the organization. I really believe that when we talk about teachers, we very often say, "Well, I guess we do the best we can with what we have."

I would want to offer this to you; I believe that if a person or an organization holds its head up, there is no possibility of going to your knees for someone to stand on your neck.

I am very concerned that the leadership that we will be electing will be leadership that is dynamic, has dignity, has charisma, and is intelligent.

I think that it is very important that as you cast your ballot, you assess the candidates placed before you for experience and that you look at the candidates to make sure that those things that have been done have been things that are significant, have been things that have indicated that there is a degree of courage and [illegible]ience attached to them.

This I believe is a year of the election. Many people have attempted to say what issues are big here.

I believe it is candidates. I believe that you are at a period in NEA's history where you are selecting, through the election process, individuals who will guide this organization either upward or downward or maintain a position. That I think would be very dreadful.

I would hope, as we talk about those things that we hope that NEA will do, that we will look to those things that have occurred this year that where we have academic freedom being attacked by extremist groups, and that we stand and investigate and do no more.

I would hope that NEA will call upon its resources, will monitor and will work to make sure teachers across this country are educated as to the very great dangers that does carry with it.

Further, let me say this to you: I represent my state of Wisconsin, which is a great state. We are an agrarian state, and we have done many things that other progressive states have done.

As we have done those things, we have had an opportunity to experience many things. So I carry with me the experience of having gone through those and survived them—the knowledge, the intellect, of having had the opportunity to deal with those in a manner that I believe leaves a great deal to be said for all the things that must happen around this country.

In closing, let me say this: It is important that you have on the Executive Committee people who are articulate, people who are competent, forceful, and frank.

I believe that I am those things. I think the people that have dealt with me generally either like me or don't. I am looking for those to vote for me who like me, and hope that you will be one of them. When you cast your ballot, please remember that it is your ballot and your casting it in a positive manner will allow me to win. Thank you very much. (Applause)

President Harris: The next candidate to speak is *Hazel Petrocco* of Colorado. (Applause)

Hazel F. Petrocco: President Harris, platform guests, fellow delegates, it is with great pleasure that I accept the nomination for the Executive Committee two-year term.

I seek your support so that I may represent you in this office. I believe that experience is an important factor in your decision as to what type of person you select to represent your views on the Executive Committee.

I believe I know and understand the purposes and functions of the National Education Association, having served on the Committee of Twelve, the NEA Budget Committee, the NEA-PAC Steering Committee, and as chairperson of the Committee on Planning and Organizational Development.

One of the tasks of the Executive Committee must be to assist state and local leaders with their needs. I feel prepared to accept that responsibility.

Further, I believe the Executive Committee's most important responsibility is the setting of long-range goals for this as reflected by you, the membership, through the actions of this RA.

Long-range goal setting is not an easy task in these times of economic crisis. The critical needs of classroom teachers across this country demand very carefully prepared solutions, solutions that can become a reality and move the united teaching profession forward as a vital part of the American society.

Education is the hope and future of this country. Our long-range goals must be the result of team effort. You are being asked to consider through your voting tomorrow, not just a series of individuals, but the kind of team that can do the work that must be done.

I am prepared to accept that responsibility. I offer you my experience to perform these tasks. I ask you to place me on that team.

Together we can find positive solutions. Together we can find order out of educational crisis. Place me on that team. Thank you. (Applause)

President Harris: The next candidate to speak is *Tay McArthur* of California. (Applause)

Tay McArthur: I am *Tay McArthur*, a candidate for the two-year term on the Executive Committee of your National Education Association.

My candidacy is based upon one single premise, and that is that the NEA justifies its continued existence as an organization that serves local associations in attaining the goals that those local associations have chosen.

Program, staffing, services—everything the NEA does must be measured against the standard, Does this make it better for teachers at the local level? (Applause)

This requires flexibility. It requires specifically an orientation that says that no two states are the same. There have been proposals. There has been assessment of staffing that is going to be going on for the next three years.

The basic premise of that is that there can be three levels of service to all fifty states. I feel that that is nonsense. That is like saying that every single local association in your state is just like every other local in your state.

That is like saying the state of Georgia is exactly the same as Connecticut, is exactly the same as Michigan, is exactly the same as Wisconsin . . . and that is nonsense.

Each one of us deals with an individual type of situation in our own school district. Not one of you has a school board like anybody else's.

There are some members on those school boards that you have been dealing with for years, and you have not been able to budge them out of those seats.

You have attempted through political action to bring that about, and in some instances successfully.

Political action is going to make the difference in the next ten years in this nation in regard to what we can do for kids, and that is what we really have to be all about.

This can be accomplished truly in only one fashion, and that is when you have service coming from the national, coming from the local, coming from the state associations, collectively using their efforts, their expertise. In some instances, mild pressure is necessary to bring about some changes; in others an easier approach is necessary.

But in some instances, it gets down to crunch. It results in, as a starter, this kind of action. That is where it begins. It may very well involve, as you will notice, stepping into this kind of action.

But notice, if you will, I have the Oakland Education Association here in the lower left-hand corner. Remember, think of that as being your association.

In the center I have the California Teachers Association. Think of that as being your state association. And I have the National Education Association on the far right-hand side.

That is you. Collectively, those three can make the difference. In some crisis level it gets to this, and it better be effective at this point because that is the last resort.

My constituency is you, you in your local associations and your chapters, and that is where the NEA has to be.

I want to be there to serve you in getting the program for you that you want in your chapter. Thank you very much. (Applause)

President Harris: The next candidate to speak is *Elaine Marks* of South Carolina. (Applause)

Elaine W. Marks: Thank you, Mr. President, and you, *Senator Ocasek*, for placing my name in nomination for the two-year term on the Executive Committee of our great National Education Association.

I am a classroom teacher, and I understand the problems facing our profession today. More than that, I want to be given the opportunity to do more about these problems.

I would like to see us over the next two years become as successful in our federal legislative program as we have been during the past two years in our UniServ in-house program.

If we are to be more effective in our federal legislative program, I submit to you that we are going to have to allocate more than $2 million of our $41 million budget to our national legislative program.

Our competition there is the bankers of America—have you noticed the size of these bank buildings in California?—the AMA, the American Bar Association . . . those lobbyists that have the money.

Each of the levels of our profession is going to have to assume its responsibility for those goals and programs that can be met on that particular level, and our programs must be coordinated if we are to allocate, say, $10 million for a federal legislative program.

I have had the chance to talk with you on most of these issues. We have a few hours left, and we would invite you by the Ambassador and our South Carolina room, if you would like to know more.

If elected to the Executive Committee, I will contribute South Carolina's unique contribution—unlimited energy—for those kinds of things that you as classroom teachers want our professional organization to achieve for us.

Each of you has the spirit of '76, a gift of our committee. This had nothing to do with my age (laughter), but it is a gift to make you the pacesetters of the in-group for our nation's great celebration of our 200th Bicentennial celebration. Thank you. (Applause)

President Harris: The next candidate to speak is *Tom Hobart* of New York. (Applause)

Thomas Y. Hobart, Jr.: The NEA is a great organization, and I know that because I have worked with many of you to bring about the changes that we have today.

Of the 217,000 NEA members in New York state, one out of every eight NEA members for whom I speak wants to remain part of the NEA, but they say to you that for their dues the teachers in New York expect the same services, the same benefits, the same privileges, the same rights as everybody else receives.

Among those rights are the right to disagree and the right to submit our views to the democratic will of the majority.

And that is what we are doing this afternoon. We in New York hold the view that no matter how effective the NEA is today, it could be more effective tomorrow, and it had better be if it is going to protect the rights of teachers.

A start is the sign that hangs behind me: "Educational Strategies During an Economic Crisis."

Let's review some of those. You can give up your contracts and your salaries. You can sacrifice your jobs and your school programs. You can enter into isolation and you can say that you are going to alienate everybody else, or even to go out and fight teachers.

But none of those things are going to improve the economics, and until we improve the economics, there is not going to be very much for anybody to divide.

We agreed to interdependence not very long ago. We knew we could not get a federal collective bargaining law without others helping us.

We entered into CAPE, but if I tried to mention AFL-CIO here today, you would turn it off, and you would say you won't listen because you know of sometime when they have not supported a nonmember organization, even though you do not support teachers who are nonmembers.

You will tell me about dictatorial control, but you will fail to look at AFSCME, and you will say how can they enter into CAPE without being disciplined, even though you choose to discipline the Florida Education Association for entering into alliances.

What we need are alliances, and what we need are new things. We picked up new things in the sixties, and we went to collective bargaining.

In the seventies we picked up something new, and we went to political action. Well, today we need greater alliances, alliances that are going to help us improve the economy.

Parents who are out of work are not going to be able to pay taxes. Without taxes, the parents are not going to be able to improve the schools.

If we do not improve the schools, how do you intend to represent your members?

At a time when we say that we are for improving organization, we better look to friends who want to help. (Applause)

President Harris: The next candidate to speak is *Carl Hedstrom* of New York. (Applause)

Carl Hedstrom: Thank you very much, *President Harris*. Platform guests, fellow delegates, my name is *Carl Hedstrom*.

I am a candidate for the two-year term for the Executive Committee, and I accept the nomination of Teacher Democracy with pride.

I accept that nomination because, as you have been reminded so effectively, I come to this convention as a candidate without the support of my state organization. (Applause)

When there are other candidates today who remind this Assembly that I speak without the support of my state association, I want you to know that they are words of truth. (Applause)

I think it is surprising that among the credentials that there is one candidate who stands before you today who is the vice-president of the AFT—I don't know how many of you had been aware of that—the candidate who has made it known that I am not endorsed by my state organization, but I don't think the vice-president of the AFT has any business sitting on the Executive Committee of our NEA. (Applause)

I stand before you today because I stand behind New York, and I stand behind NEA policies and issues. (Applause)

I stand behind the proposed dues increase to improve this organization and make it grow taller and stronger. I am mindful that a year ago when the AFT proposed its dues increase at its convention in Toronto, the leadership in the state of New York was arguing for that dues increase which was earmarked specifically for organizational work.

Those of you who know about the AFT are aware that when they mark something for orga-

nizational effort, that means war on NEA affiliates in California, in Florida, in Texas, in New Mexico. (Applause)

The message being projected in the state of New York is that the fight against teachers, the situation where teachers have been fighting teachers, is solved. The fact of the matter is that it is not solved.

Today the fight is being carried on against our local affiliates in the NEA, with NEA money extracted from 217,000 NEA members in the state of New York.

If I am elected to the Executive Committee, one of my missions will be to put an end to that.

Now, there has been some talk that I am not a bona fide candidate. The fact of the matter is I am a bona fide candidate. (Applause)

My name is going to appear on that ballot. It is not in the other materials, but my name is going to appear on that ballot.

If you like that name, it is Hedstrom. You take a look at that ballot, and it will be the first name on that ballot for a two-year seat.

The name is Hedstrom, and if you like it, you just take a good look at it. They are listed; it is Hedstrom, Hobart, McArthur, and so on.

If you like Hedstrom, you check that box. And if there is any confusion, you just stop right there. I thank you. (Standing ovation)

President Harris: While *Mr. Dattola* and *Mr. Cummings* are no longer candidates, having been declared members of the Executive Committee according to the Standing Rules, each wishes to make a brief statement. *Mr. Dattola.* (Applause)

Rocco T. Dattola: President Harris, fellow delegates, and two persons in the guest section, my brother and niece who live here in sunny California: I would like to express my appreciation to *Ed Smith* for his gracious introduction and to the Pennsylvania Board of Directors and delegation for their support and encouragement.

They are great, and they are a hard-working delegation. My major priority will be protecting against teacher reduction in force. I want to protect our teachers from layoffs, whatever the reasons for riffing.

Even recognizing that it may not be possible to hold teacher positions, it is clear that school districts are able to reduce program and staff far too easily.

It is equally clear that our educational program is going to be weakened because school boards find it so easy to drop any course which is not actually mandated under the law.

While hard bargaining on limitation of class size may prevent unjustified riffing in some cases, it cannot be relied on to meet the threat completely.

To achieve this objective, I propose an all-out attack on the state departments of education, appropriate court actions, and legislation on the weakening of school programs and on class size determinations.

Special appropriations from Washington are certainly called for to relieve our states and local school districts from carrying the heavy burden of inflation in financing our schools.

I will initiate a study at the September NEA Executive Committee meeting to culminate in a plan of attack on the problem of teacher layoffs.

Input should come from local and state associations, staff, and the Board of Directors, with the final report completed by January 1, 1976.

Then the report must be subjected to a massive public relations effort. I would not like to see one teacher go through the same experience next spring as thousands did this year when they were told their services would not be needed in September.

After talking to many of these teachers, it was not very difficult for me to make this my major priority. Thanks again. (Applause)

President Harris: Mr. Cummings. (Applause)

William Cummings: President Jim, fellow delegates, I have a speech, but I can see by those who are going outside that you have had enough speeches for this afternoon, so I am going to put it up.

I would like to take this opportunity to thank *Wade Underwood* for the magnificent nomination speech that he made.

I would like to thank my state education association and my family for making it possible for me to be here.

And I want to thank each and every one of you as a delegate group or as individuals who have promised to work for my success in this race.

Many times when I was going around the state delegations this week, I was asked the question, "Why do you want to be a member of the Executive Committee?"

I have a favorite fable that I would like to share with you. It is the fable of the horseman that was riding down the dusty trail. He saw a sparrow lying on its back in the dust with its spindly little legs sticking up towards the heavens.

The horseman stopped and asked, "Mr. Sparrow, why are you lying here with your back in the dust and your spindly little legs reaching toward the heavens?"

The sparrow answered and said, "Haven't you heard? The world is coming to an end today. The sun and the moon and the heavenly bodies are going to fall."

The horseman said, "And what do you think you can do?"

"Listen, are you listening, are you listening?"

And the answer was one does what one can.

And I want to do what I can for the National Education Association, and I want you to join me to make this the greatest professional organization in its history.

Thank you very much. (Applause)

President Harris: Remember to vote beginning tomorrow at 7:00 A.M. Thank you.

Helen Krause, chairperson of the Bylaws and Rules Committee, will now present the report of the campaign expenditures.

Action is not required on this item.

Helen Krause: Each of the candidates has filed the campaign expenditure report with the Bylaws and Rules Committee.

No candidate has indicated exceeding the limitations on expenditures at this time. Thank you.

I have the permission of the Chair to ask that those states who have not yet brought the form indicating your state delegation chairman to the Bylaws and Rules Committee to do so before leaving this hall today. We need them down here at the front table. Thank you.

President Harris: I want to take just a moment to recognize a very special person. *Ms. Verde White* is attending her fifty-second NEA convention. (Standing ovation)

She is coming up. She has missed only two NEA conventions in the past 54 years, and while this might sound remarkable, even more remarkable is the fact that she has traveled back and forth to all of them by bus. (Applause)

Ms. White taught for 50 years in Harden County, Kentucky, and now she is attending to her club activities and taking care of her garden. (Applause)

Ms. White, we are very proud to recognize you at this time. (Applause)

Verde White: I wish to thank you for being so good to me. I don't know why I deserve it, but I appreciate it. I never was much to make a speech, but in that little one-room log schoolhouse that I attended, every Friday afternoon we had a program.

We did not give it any 'falutin name like doing the reading—we called it "saying pieces."

So I want to say a piece for you. (Laughter and applause) As you may well guess, the title is "A District School":

> A district school not far away, mid Berkshire hills one winter's day was humming with its wonted noise of threescore mingled girls and boys; some few upon their tasks intent, but more on furtive mischief bent. The while the master's downward look was fastened on a copybook, when loud and clear behind his back arose a most tremendous smack, as it were, a battery of bliss let off in one tremendous kiss.
>
> "What's that?" the startled master cried. "That, thir," a little imp replies, "was William Willath, if you pleath. I thau him kith Thuzanna Peath." (Laughter)
>
> With frown to make a statue thrill, the master thundered, "Hither, Will." Like wretch o'er taken in his tracks with stolen chattels on his back, Will hung his head in fear and shame, and to the awful presence came: a great, green bashful simpleton, the butt of all good-natured fun.
>
> With smile suppressed and birch upraised, the master faltered, "I am amazed that you, my largest pupil, should be guilty of an act so rude. What evil genius put you up to it?"
>
> "T'was she herself, sir," sobbed the lad; "I didn't mean to be so bad. But when Suzanna shook her curls and whispered I was 'fraid of girls and dursn't kiss a baby's doll, I upped and kissed her on the spot. Boo-hoo-hoo. I know I aut to not, but somehow from her looks, boo-hoo-hoo, I kinder thought she wished me to." (Laughter and applause)

President Harris: How do you beat that?

At microphone 18, there is a point of personal privilege. *J. D. Williams*, president of the Mississippi Teachers Association.

J. D. Williams: Mr. President and members of the National Education Association, we in Mississippi are indeed proud of accomplishing merger between our two organizations, Mississippi Education Association and Mississippi Teachers Association. (Applause)

Our next goal is unification. We have with us as guests members of the Mississippi Education Association, and they are seated in the guest area just over here.

At this time we would like for you to meet them. We are going to ask *Dr. W. B. Thompson*, who is president, to stand. *Dr. Thompson*. (Applause)

Ms. Bradley, president-elect. *Ms. Bradley*. (Applause)

Ms. Mary Karl, president-elect, Department of Classroom Teachers. (Applause)

John Ashley, executive secretary. (Applause)

And, of course, we have with us *David Barham*. There were two other staff members, but they had to take leave at this time. David. (Applause)

Did I miss anybody? Thank you very much. (Applause)

President Harris: Our final responsibility today is the introduction of new business.

As you know, the deadline for submitting New Business Items is the close of the third business meeting.

At the close of each of the first three business meetings, therefore, I will announce the titles of all New Business Items that have been submitted to that point.

If your state has not picked up your New Business Items yet, please do so. Those New Business Items that have been submitted thus far are as follows:

1. Extension of the federal revenue-sharing plan.
2. Guidelines for application of the one-man one-vote principle for representation on the governing bodies of state affiliates.
3. Position regarding merger.
4. Establishment of a national special education committee.
5. Modification of NCATE guidelines.
6. Carry-over of UniServ training funds.
7. Appointment of assistants to NEA president.
8. Modification of UniServ Grants.
9. Position regarding cuts in UniServ program.
10. Reopening of merger negotiations.
11. Secret ballot referendum as regards affiliation with AFL-CIO.
12. Position regarding organizing.
13. Reaffirmation of 1974 New Business Item 14.
14. Reaffirmation of 1974 New Business Item 24.
15. Reaffirmation of 1974 New Business Item 36.
16. Support of Boys Town Education Association.
17. Committee to explore items related to the Representative Assembly.
18. Endorsement of Political Rights Defense Fund's efforts.
19. Support of desegregation of Boston schools.
20. Endorsement of Coalition of Labor Union Women.
21. Professionalization of teaching.
22. Legal holiday for general election.
23. Return of dues for UniServ.
24. Position regarding recycling of materials.
25. Condemnation of the Berkeley Board of Education.
26. Priorities for the NEA legislative program.
27. Task force on Black youth.
28. Position regarding recycling of material at this convention.
29. Information campaign regarding NEA presidential endorsement.
30. Providing assistance to state and local associations concerning threats to academic freedom.
31. Enforcement of UniServ guidelines.
32. Utilization of local and state leadership.

Okay, I have a couple of announcements. We are ahead of time (applause), and candidates' night cannot start before 5:30.

Before we adjourn, I would like to make these announcements. The deadline for submission of resolutions is 6:00 P.M. tonight.

This afternoon from 5:30 to 7:30 remember to attend the Garden Party Reception to meet the candidates.

It is being held here at the Convention Center, Plaza Level.

Tomorrow at 7:00 A.M. the polls open and will remain open until 12:00 NOON. The voting will be in the same hall in which the exhibits are located. We will be voting tomorrow for NEA officers.

Next, remember that the conclusion of the third business meeting tomorrow afternoon is the deadline for submitting proposed Constitutional amendments to be voted on next year.

The third business meeting is also the deadline for submitting New Business.

At this time at microphone 18, *Bob Lipscomb* of Alabama has a point of personal privilege.

Robert Lipscomb: Mr. President, *Lipscomb* of Alabama, speaking for the delegation.

In view of the fact that the NEA has long advocated a cabinet-level position for education, the Alabama Education Association requests that the NEA president commend *President Ford* for nominating an educator, *Dr. David Matthews*, as Secretary of Health, Education, and Welfare.

Dr. Matthews has long been a supporter of the united teaching profession, and we believe that this appointment represents the beginning of an open-door policy for the NEA to HEW.

The University of Alabama, of which *Dr. Matthews* is president, has provided the Alabama Education Association with the expert assistance of economic advisers to help us develop alternative plans to stop a proposed effort to direct from education $85 million to be used for other governmental functions.

Dr. Matthews has spoken publicly against taking money from education. We believe that this is indicative of *Dr. Matthews'* commitment to proper funding of public education.

We in Alabama are pleased that *President Ford* has cast an outstanding Alabamian for this important position.

Because of the tremendous support *Dr. Matthews* has given us in Alabama and because we believe this is the kind of support we can expect at the national level, we ask the National Education Association president to commend *President Ford* for this appointment.

Thank you very much. (Applause)

President Harris: We will instruct the staff to make the appropriate follow-through and provide the proper message.

At microphone 10, we have *Beth Nelson* of Virginia with a point of personal privilege. Microphone 10.

Beth Nelson: Mr. President, *Beth Nelson*, Virginia Education Association.

We did not have a candidate for a national office, but we did have a candidate for the Wimbledon Tennis Championship.

Arthur Ashe, of Richmond, Virginia, has won that championship. (Applause)

The score was 6–1, 6–1, 5–7, 6–4. Thank you. (Applause)

President Harris: That is an example of the kind of success you can have if you have the right racket. (Laughter)

At microphone 7, we have *Robert Carter* of Massachusetts, point of personal privilege.

Robert Carter: Thank you, Mr. President. This is *Robert Carter* from Massachusetts, speaking as an individual on a point of personal privilege.

I am greatly disturbed over the tremendous amount of movement and noise that is quite obvious during the course of this convention. (Applause)

I would respectfully ask the Chair to take steps to maintain a higher level of order and decorum as we proceed in our Assembly.

If this trend continues, I would hate to see what might happen when we get down to serious debate. There are hundreds and hundreds of people moving about out of their delegations, and the noise is almost equal to what is heard from the microphone.

So, Mr. President, if you would be so kind as to instruct those persons to maintain greater order and decorum, I would greatly appreciate it. (Applause)

President Harris: Thank you, *Mr. Carter*. Obviously, the quality of our decisions will be somewhat influenced by the kind of attention that we pay to them.

Not only do you provide distractions for yourself with that kind of movement, but you also provide distraction for those people around you who would like to give their attention.

You have heard the request. You have responded and I trust that you will govern yourselves accordingly.

I have some additional announcements. The Official Black Caucus will meet immediately following this session in Room 217A.

The Chicano Caucus will meet immediately following this session in Room 214.

I have been asked to emphasize to you that according to Standing Rule 12, smoking is not permitted in the Representative Assembly. (Applause)

All food facilities will be open tomorrow with breakfast in the cafeteria at 6:00 A.M. They are also open now.

The Higher Education Caucus will meet after today's session in the Convention Center, Room 215.

Because of Convention Center regulations and other logistical considerations, the Women's Caucus will meet in this auditorium during each lunch break for the remainder of the convention. Sessions will be conducted at the rear of the auditorium in the sections with risers. The previously announced voting times have been changed, and the election for caucus officers will be held between 10:35 A.M. and 12:30 P.M. in Room 211. Membership in the Women's Caucus is necessary to vote in that caucus. Membership may be obtained in the NEA registration areas throughout the convention. If you plan to vote in tomorrow's election, please be sure to obtain membership. Now keep in mind that we are talking about voting in the Women's Caucus at this point.

There will be downtown shuttle service until after 7:30 P.M. There will be no shuttle to outlying areas.

The first business meeting is adjourned until 10:30 A.M. tomorrow morning.

The First Business Meeting recessed at 4:05 P.M.

SECOND BUSINESS MEETING

Sunday Morning, July 6, 1975

THE THIRD BUSINESS MEETING convened at 10:30 A.M., *President James A. Harris* presiding.

President James A. Harris: We'd like to have the delegates in their seats as quickly as possible, please.

While you are moving to your seats, I would remind you that delegates A through G should be voting now according to the voting order. Hereafter the announcement of that schedule will be on the screen. So if you haven't voted, if you will watch that periodically we will stay in order.

The second business meeting of this Fifty-Fourth Representative Assembly of the National Education Association is now in session. This is an appropriate time to recognize and express our gratitude to the Host Committee, who have spent long hours helping put this annual meeting together. At least 500 volunteers from Southern California have contributed their time. (Loud applause)

Without mentioning all their names I'd just like to recognize the members of the Host Committee.

The chairperson is *Emmitt Williams*, assisted by *Donald King, Rea Kurtz, Carolyn Martin, Booth Woodruff, Will Bolliger.* (Applause)

Subcommittee chairpersons are *Mary Kooiman, Roberta McBride, Richard Button, James Black, Anita Wall, Sue Schlegel, Hal Edgar, Frances Haywood, Leita Elder, Norma Thomas,* and *Patrick Conery.*

Our most sincere appreciation goes to all of these people who have worked and are working to make this convention a success. Thanks very much, California. (Applause)

From our host city, it is my pleasure to introduce *Mayor Thomas Bradley.* (Applause)

Mayor Bradley is now on his third career and still going strong, although he might be slightly tender or well done after his roasting Wednesday night by such people as *Redd Foxx, Sammy Davis, Jr.*, and other celebrities and colleagues.

Tom Bradley retired as a lieutenant after more than 20 years on the Los Angeles Police Department. During his law enforcement career Tom studied and received his law degree from UCLA.

After retirement from the force, Tom was elected and served for many years as city councilman of the Tenth District in Los Angeles and as president of the League of Cities. His third career began with his election two years ago as one of a handful of Blacks to administer a major city in this nation.

Tom won the reputation of being a fighter for equal rights for all people, a reputation he keeps as the mayor of Los Angeles. To bring us greetings, it is a great honor to introduce to you *Tom Bradley.* (Rising loud applause)

Mayor Thomas Bradley: Thank you very much, *President Harris.* When you began talking about my well-done color, I thought, "Well, here we go, another racist in the crowd. He is going to begin talking about the Black man."

I am delighted to extend a welcome to you on behalf of all of the people of Los Angeles. As a matter of fact, we'd like to extend that to the entire state of California. We are delighted that you are on the West Coast.

We indicated to you (applause) that we would provide not only a great convention center, excellent hotels and restaurants, but also the finest variety of recreational activities that you would find anywhere in the country. Someone has already remarked that, without any further invitation from me, by virtue of some of the empty seats we see out there, somebody obviously took advantage of that invitation last night or this morning. Wherever they are, I hope they are enjoying themselves.

As I was entering the hall, a young lady came up to me and said, "Are you here for the Black Caucus?"

Well, I suspect that, as is typical of caucuses, that the Black Caucus is probably out there somewhere meeting instead of being in here listening to this welcome. But I want those of you who run into them to be sure to tell them that welcome is extended to them as well.

You know, I heard a very cute story just a couple of nights ago and I want to share it with you. I was sitting on the platform as someone roasted me—someone as an aside told a story. It is a story about a mother who was in the kitchen preparing breakfast, and she heard her son in the bedroom crying and wailing and saying, "But I don't want to go to school today. I don't want to go to school today."

The mother yelled in to him, "Stop that crying, you have to go to school today for at least two reasons: first of all, you are 48 years old; and second, you are the principal." (Applause)

I am sure that that attitude is not reflected in your attendance here today. Because I am impressed with the commitment that you have made not only to the profession of education, to the young people of this generation, but more importantly, to the quality of life in our country, because the society that fails to educate its young people properly is a society that is doomed to failure.

You have demonstrated over and over again that you are sincere, that you are committed, that you are concerned, that you care about the education of the young people in this nation. You have indicated to me also that you have now realized that you have got to do more than simply express that concern in the classrooms, that you have got a job—a political responsibility—as well to say that to the elected leadership across this nation and to say that to the voters.

You say it in terms of what you believe is necessary, not simply in terms of an appropriate level of pay and proper fringe benefits to encourage others to enter the field of education, but also to secure the kind of resources—whether they are school buildings or proper classrooms or teaching materials—that are necessary for quality education for all of the children.

I commend you for that concern and that commitment. I know that today those of you in the field of education, as is true with those of us who are in the field of municipal government, are facing tremendous problems in terms of a tax base that will make it possible for us to provide the kind of services to the people that they want and deserve.

That matter has become especially critical this year, in a period of high inflation, great unemployment, and a tremendous recessionary period such as we have not seen for decades. That has made it much more difficult for us to maintain the level of services that we know to be essential.

It has meant in many cases laying off of teachers and nonaccredited personnel in our school systems. It has meant the delay of the construction of many facilities that are needed. It has meant the turndown at the ballot box of those bond issues that have been designed to improve the quality of the school system.

That is a sad commentary in a time when more than ever we need the best in terms of support. It is my hope that those of us in city government, as is true in the City of Los Angeles where the school system is a separate governmental entity, will recognize our need for a coequal partnership if we are going to improve your capability to properly teach and motivate the young people.

I think that that kind of partnership is absolutely essential because every day what happens in those schools has an impact upon the lives of all of us in our city, whether it is in terms of the welfare load that we may be forced to assume or the social dislocation that comes from the failures in our school system.

We have far too many dropouts in our school systems today and even many who finally get their high school diplomas are functionally illiterate. That is not a new fact for you. But it is something that far too many have not yet recognized. That is the reason I think it is essential that we continue to work together.

I am proud of what we have been able to achieve in the two years of my administration here in Los Angeles, where I have created an educational liaison in my office. The school district representative and members of my staff work together side by side each day to identify problem areas, to determine how we can better support each other. It is reflected in the kinds of things that we have been able to do.

When I go to Washington invariably I will call the school district superintendent and ask, "What can I seek for you while I am in Washington?"

I believe that is an obligation that the mayor of the city has, whether there is any primary or legal responsibility for the schools or not. (Applause)

As our schools were faced with violence on the campus, one of my first acts was to seek funding to secure some communications systems that we thought would be effective in helping

to alert teachers and the administration, and finally law enforcement if necessary, in order to put down any kind of incipient unrest on the campus. I am pleased to say that we got over $600,000 in funds to install these emergency communications systems in some of our schools.

I am proud of the fact that we have been able to share our own municipal swimming pools so that they could be used the year around by the school district. I am pleased, on the other hand, that the school districts have opened up their facilities to make available their recreation and community centers to the people of this city.

That kind of mutual working together in my judgment will ensure an improved educational system, will enhance your ability to better teach and train the young people, and finally will result in a better city.

I congratulate and commend you on the outstanding program that you have laid out for yourselves. It is my hope that while you will enjoy yourselves in our city, that you will also have a very productive work session throughout this entire convention.

Again on behalf of the people of the City of Los Angeles, who have a rich Hispanic culture, I welcome you. A part of that culture is to say to you this: "Su casa est mi casa"—your house is my house, my casa is your casa, my house is your house. I want you to know that we mean that.

We hope that you will enjoy your convention and your stay here in our city. As a token of that welcome, I wish to present to your president, *Jim Harris*, this official greeting from the City of Los Angeles. Mr. President, if you will come forward.

(Presentation was made, with applause.)

Mayor Bradley: Thank you very much.

President Harris: Thank you very much, *Mayor Bradley*. I am sure I speak for every teacher here when I say we are deeply appreciative for the kind of leadership that does place education as a priority and not only talks about it but also does the kind of things that will make the teaching climate what it ought to be and that will give to teachers those things that will equip them to do their job as it ought to be done.

We are deeply appreciative to you for taking time in your busy schedule to be with us. I certainly want to thank you personally for this expression to me and to the delegates here from you and the City of Los Angeles. (Applause)

To bring us greetings from the California Teachers Association is *President Stephen Edwards*. (Applause)

Stephen H. Edwards: *President Harris*, distinguished platform guests, my good friends, and delegates: Welcome to California and Bienvenido a Los Angeles. Our Spanish forebears gave us that name. It means "The City of the Angels."

It has been just a few short years ago since many of you attended an NEA convention in San Francisco. You brought honor, dignity, and, most of all, love and warmth to our great state.

There is a song, "I Left My Heart in San Francisco." Many of you did that. That city and this state have been better for it ever since, so I thank you for that contribution and I thank you again for being here today.

Seldom in one's lifetime is there provided the signal honor of welcoming such beautiful people and in such great numbers. So on behalf of the California teachers, and most especially the California delegation, again I say welcome, one and all—we are happy you are here. Please feel free to stay as long as you like.

We have tried our best to make this convention a pleasant and memorable one. Some people have the misguided idea that conventions are carefully planned, based on only three rules: one, always be sincere (even if you don't mean it); two, guarantee prompt results (no matter how long it takes); three, operate the food services on the premise that overeating is the destiny that shapes our ends.

We have many heavy decisions ahead of us in the next few days. We will win some and lose some. There are candidates—some will win, some must lose. We are not going to come through this convention unscathed. We are not going to emerge from this convention with a perfect product. And some of our critics will point that out to us posthaste.

Take heart, however. Although we will make some mistakes, that is a human sort of thing. If it were not, I trust erasers would not have been put on pencils.

So, in my closing remarks I would just simply quote Shakespeare, who said, "And do as adversaries do in law: strive mightily, but eat and drink as friends."

Speaking for the host delegation, I remind you once again that our California host dele-

gation is here to serve, not to be served. God bless you, and may this be your best convention ever. Thank you, *Mr. Harris*. (Applause)

President Harris: And from the United Teachers of Los Angeles, its president, *Robert Unruhe*. (Applause)

Robert Unruhe: Thank you, Mr. President and fellow teachers. I want to welcome you on behalf of the 16,000 United Teachers' members in Los Angeles.

Many of you had the opportunity to receive a paper that we published, a special edition just for the convention, where we attempted to indicate to you the type of organization we are, the type of activities that we have, and also provide some assistance to you in enjoying this convention.

Let me say that we are proud to be a part of the NEA. We are proud that we are the second largest local in the NEA.

I would also like to take this opportunity to thank you for a very valuable service that you gave to us in 1970 when we were involved in a rather long, prolonged strike. When we needed help, the NEA was there to help us along with the personnel and the resources of other states and locals. In turn, we once again will pledge our help to others in times of need. We feel that when education and teachers are facing threats or problems anywhere in this country, that we are all threatened—whether we live in the smallest town or the largest city.

UTLA was founded and dedicated to the principle that teachers can gain more by working together than by fighting each other. Our growth over these past years has demonstrated the success of this idea in Los Angeles. (Applause)

We also seek, and we have developed, alliances outside of education. We have a very effective working relationship with organized labor which has been mutually beneficial, especially in the area of political action. We even belong to the Chamber of Commerce and have opened up a constructive dialogue at that level in our community.

Over the last three years we have experimented with an urban project in cooperation with the NEA and the CTA to develop new methods for a successful teacher organization in a large urban area. We have demonstrated that we can be successful with the normal bread and butter issues such as salaries and fringe benefits. We have also asserted leadership in some of the other areas that are of concern in a large urban area.

We are quite proud that we have negotiated the first voluntary staff integration agreement of any large urban area, whereby every school in this large system, some 600 schools, will have an integrated staff over the next three years. (Applause)

We also have sponsored many conferences, including such issues and matters as rights of women, creative teaching, early childhood education, children's centers, and many others.

We have also provided for your enjoyment an art exhibit. Many of you saw that when you came into the arena.

We also have the first weekly newspaper of any local in the western part of the United States as a means of communicating with our members and with the community at large.

We are right now in the process of training our staff to be bilingual so they can be more effective in servicing the people of the Los Angeles community. We hope we have developed a model of teacher cooperation that will set the pattern for other areas and hopefully for the entire United States.

One last thought I would leave with you: we are more and more concerned and involved with political action. We are quite pleased that we played a major role in electing *Tom Bradley* as the mayor of this city.

We are also aware that a year from now that this very hall where we are seated right now, or a similar hall in some other city in this nation, will be the place where the next President of the United States will be nominated. If so, it is my hope that hundreds of you will be present at that convention as delegates to the major political parties.

I think that we must make it clear that no person can be elected President of the United States who is not supportive of public education. (Applause) By "supportive," I mean not the usual verbiage that we can expect, but action where politicians demonstrate a belief in collective bargaining and school finance . . . that they appoint teachers to important positions in this country. We will have to remind those people, as we are beginning to do, that those of us in the teaching profession can very well influence between five and ten million votes in the next election and that very likely will be the margin of victory in determining who the next President will be.

So once again let me say that we are very pleased to have you here in Los Angeles. We hope that your stay will be a profitable one and we join with you in making this convention a successful one. Thank you. (Applause)

President Harris: Mr. Frank Kirby, president of California Teachers Association, Los Angeles, will now bring us greetings. (Applause)

Frank Kirby: President Harris, distinguished delegates, ladies and gentlemen: As we descendants of early Californians say, "Bienvenido a Los Angeles—welcome to Los Angeles."

The Classroom Teachers Association of Los Angeles is honored indeed to have this opportunity to bring you greetings as the host chapter of the California Teachers Association for this convention.

In order to save time and get down to business, I probably should spare you some of the jokes about Los Angeles, as you probably have heard them anyway—such as the Los Angeles River being evidence of somebody's radiator leaking or that Los Angeles is 85 suburbs looking for a city. There are, it seems, some more important matters before us as teachers in America today.

When the last NEA convention was held in Los Angeles some 15 years ago I was just beginning my teaching career as a student on the GI Bill. In those days teachers were only beginning to seek real self-determination, independence, and teacher power.

I personally am proud to have had a piece of the action in the tumultous sixties and to have been a teacher advocate before the term became a fashionable cliche.

During this period teachers have made significant breakthroughs toward building broadly based associations through which we might finally realize full control over our own destiny.

Today it is generally acknowledged by even our sharpest critics that teachers do, in fact, have substantial power, which is expanding.

Any historian could have forecast, and many did, what our next major problem, perhaps the most difficult problem of all, would be. That is, What do we do with the power now that we have it?

Do we trade our newly won freedom to administer domination to another cause, to fascism, the one serious blemish on America? Do we emasculate our new political clout by allowing one political party to take us for granted? Is "teacher unity"—which means different things to different people—worth the price if it means giving up independent academic freedom, or even the right to cast a ballot in secret? (Applause)

Plainly put, will we teachers, the membership, be able to maintain control over this newly won power?

As the various issues are debated, we should keep in mind, it seems to me, that our problems in our respective chapters are really not so unique, although it is reasonable to assume that they will vary in terms of priority from district to district and from state to state.

In those regards, it seems to me, those of us in urban chapters who are really and truly interested in teacher unity can begin building it better by avoiding a demonstrated tendency by some among us to treat those from nonurban chapters as somewhat akin to country bumpkins or persons who just don't understand what it is all about.

History tells us that elitism is the prologue to totalitarianism if it grows from a movement into an institution. It is, after all, an historical axiom that those who persist in ignoring the lessons of history truly shall be condemned to repeat its mistakes.

While many chapters have resisted unification, California has sought it since we became the representative of the California Teachers Association in 1971. We are eager to pay our state and national dues, to receive the same rebate for staffing as any other chapters, and to take our place shoulder to shoulder on an equal basis with the rest of America's teachers. (Applause)

In short, we ask for no special treatment as a condition of our membership in the independent united teaching profession. Since we meet all the qualifications for NEA membership and support NEA policies, including the policy on merger, we are confident that the Classroom Teachers Association of Los Angeles will, in fact, be a fully participating member of the UTP as of September 1, 1975. (Applause)

Thank you very much for your kind attention. We hope you enjoy your stay in California.

President Harris: Tomorrow morning beginning at 7:00 A.M., you will be voting for or against 15 Constitutional amendments requiring a two-thirds vote for adoption, and for or against 23 Bylaws amendments requiring a majority vote for adoption.

We are now at the point of presentation and discussion of these proposed amendments to

NEA's governing documents. Remember, we will not be voting at this time. Our purpose is to discuss, to clarify, to debate, and to amend the proposed amendments if such is in order. We will cast our ballots tomorrow morning.

A special note concerning Amendment Number 34, which would increase NEA dues by $5 in 1976 and by an additional $5 in 1978: a very brief slide-tape presentation has been prepared to provide delegates with additional information concerning the Association's financial picture. At the appropriate time *John McGarigal*, NEA treasurer, will introduce the film. The chairperson of the Committee on Bylaws and Rules, *Helen Krause*, will present the proposed amendments.

Just before *Ms. Krause* begins I want to state to you a policy that we would like to use on the lights. I found yesterday it was tremendously difficult to determine what voting was actually taking place due to the difficulty of seeing. Therefore when the actual business sessions are going on, we are going to have the house lights raised so that we will be able to see. (Applause)

Now this presents some lesser problems as far as the picture on the screen, et cetera, but since I will be up front most of the time I am sure we can do without that. It will be necessary to read some announcements for which we could have used the television screen if the house were dark. *Helen Krause*.

Helen Krause: Can you hear me? I would like first to introduce the members of the Bylaws and Rules Committee. These people are seated at the table over here to my left on the lower stage.

Ed Dickau, vice-chairman, Ohio; *Mrs. Dillon Stone*, New Mexico; *Judy Owens*, New Jersey (applause); *Horace Mayo*, Minnesota (applause); and I am *Helen Krause* from Nebraska, chairperson.

I would present to you at this time for your discussion the amendments to the Constitution. You have in your hands the green sheet that was sent to you. This will be the document we will be working from.

The amendments to the Constitution and to the Bylaws which appear on this green sheet were submitted in accordance with the provisions of the Constitution and Bylaws. They were later titled as to intent by the Bylaws and Rules Committee. They were published within the time required for your consideration during the course of the year. An open hearing was held at this convention to furnish you further information if you needed it.

We will now discuss and amend, if it lessens the intent of the printed amendment, and tomorrow you will vote to approve or reject these amendments. Any amendment that may be withdrawn during the course of our discussion today will be so marked on the ballot tomorrow so there will be no confusion.

I would very much urge that, before you go to the booth tomorrow morning, you mark your official program the way in which you wish to vote, because there are so many.

We will now proceed to Amendment 1:

> To delete exceptions to the one-man—one-vote principle by deleting requirements for representation of classroom teachers, administrators, and ethnic minorities in appointive or elective positions and to delete the definition of ethnic minority.

It is now before you for discussion.

President Harris: Microphone 15, *Tom Hobart* of New York.

Tom Hobart (New York): Mr. Chairman, I speak in favor of this bylaw amendment. It would eliminate from our Constitution requirements for quotas. I speak against quotas not because I favor discrimination. I oppose all types of discrimination, including this type, which is reverse discrimination.

In the past there have been many abuses to the rights of individuals, and I think we should stand as an organization against any abuses in the future. This particular amendment to the Constitution would remove those abuses.

As we look at quotas and how they relate to individuals, we find that the history in the NEA is quotas in order to guarantee participation. This has come about because of the mergers of the black and white organizations in the South. But quotas in themselves have a long history of excluding the upper limits to keep people in their place and deny people their rights.

I suggest, in the days ahead, quotas would be used for the same reason. But we have a new problem today. In the sixties there were more jobs than there were people, and we were able to

set aside jobs if people were to take them. But today we are cutting back jobs and soon quotas will be used in order to take jobs away from people.

I suggest that we would help not only our organization but also our society if we were to ask somebody to give up their job rather than to use the seniority system. What we must do is to move for a society that is expanding, a society that has a place for all. I think all will be willing to support that sort of a position.

The quotas that we have are divisive; they will not meet the needs as we see them. As far as one-man—one-vote, they do not provide through a secret ballot process those who want to be represented by someone of their choice. In no way do I see it discriminatory not to have this in our Constitution, and I think we must go to an affirmative action program that is positive, one that encourages involvement, and one that makes sure that everybody has an equal opportunity.

I would encourage everyone to vote for this amendment to remove it from our Constitution so the NEA cannot be accused of discrimination or reverse discrimination. (Applause)

President Harris: At Microphone 12, *James MacRae* of Pennsylvania.

James MacRae (Pennsylvania): Mr. Chairman, this is *Jim MacRae*. Some of you know me as coming from the university, but now I am working at the West Chester State College. I am a member of the Board of Directors and I say to *Tom Hobart*, almost thou persuadest me.

But I know more. Here they would emasculate the Constitution before we even started into operation. It is like a little boy who planted a seed and wanted to dig it up every day to see how it is growing. You know what would happen under those conditions.

Democracy means majority rule, and we all know that. But majority rule also means that we have rights for minorities that we are going to look after. Majority rule gives you power, great power. But we have to be very careful, because all power has the tendency to corrupt and absolute power corrupts absolutely.

Look how we have used it and misused it. "If you don't do as I wish you to do . . . ," I am not predicting that you will have an ending in a cave under Berlin, I am not predicting that. I am predicting and asking that you stick with your Constitution that calls you back to the common decencies of a common democratic majority rule, but the rights of minorities must also be guaranteed.

There is much I would like to say but I know you have other things to do. You are like the Egyptian mummy, you are pressed for time.

President Harris: I would at this point call attention to the time factors that we have controlling such debate. If you are speaking for a state delegation you should so state that and you will be then afforded three minutes for your comments. If you are speaking as an individual you should state that at the beginning of your remarks and you will be allowed two minutes for your discussion.

There is a no smoking rule and we are receiving a number of complaints. (Applause) There is a smoking area in the outside areas out the rear door only. The fire marshal has designated that as the area for smoking.

At Microphone Number 9 we have *Al Applegate* of New Jersey.

Al Applegate (New Jersey): I'd like to speak as an individual in favor of Amendment 1. I have six observations to make.

First of all, to begin with we instituted this particular ethnic minority guarantee in 1969. It served as a transitional equalizing effect upon our organization. I think the time for the transition is over. I think the fruits of that transition are evident as we look all about us. I don't think NEA needs the ethnic minority guarantee to provoke involvement of the people who are classed as such.

I also think that frankly to have something like this in our Constitution labels a portion of our people as second-class citizens, which I am sure they don't want.

Also I am for eliminating the ethnic minority guarantee because I don't think that is going to preclude our concerns or our actions in terms of making things more equal for those we consider less equal in some ways.

I also note that it is very difficult to define what an ethnic minority is. For example, what about those who are Polish or those who happen to be any kind of a minority, or who could be so classed when you get down to percentages? What are you going to do, have them take a blood test?

There is another thing, too, looking at it in constitutional terms. In New Jersey we occasionally look at the Constitution. Our state and court of appeals have said that frankly for any

union, for any organization that maintains the quota system, that what we are basically doing is being terribly undemocratic and unconstitutional.

Also, a quota can become a limit, as was pointed out by my friend from New York. I think the Jewish people could attest to this because there were quotas for law schools. I think frankly if you have too many people of great ability they can be limited by a quota that becomes, in effect, just that, a limit. Thank you. (Applause)

President Harris: At Microphone 14, *Ray Gran* of Indiana.

Ray Gran (Indiana): Fellow delegates, Indiana in caucus went on record as unanimously opposing this amendment. (Applause)

The amendment would oppose what we in Indiana believe in. We believe that the majority does indeed decide, but we also believe that it is the responsibility and duty of the majority to protect the minority. When the minority is invisible, the majority has failed.

Equal opportunity is only possible if we work and work hard to change the status quo. The Constitution demands that we work for it, and we believe that we should work for it. Thank you. (Applause)

President Harris: At Microphone Number 8, a speaker from New Jersey, *Marie Panos*.

Marie Panos (New Jersey): I speak in favor of Amendment Number 1, the deletion of the ethnic minority guarantees. I do that because I believe that the equal protection clause of the United States Constitution commands the elimination of racial barriers, not their creation, in order to satisfy one's theory as to how society ought to be organized. (Applause)

Quotas do not change the situation of people. They simply offer them token slots. I cannot support that document that sets one group apart from another, and I think the entire basis of the ethnic minority group guarantees is based on a false and insidious assumption that minority group members cannot make it on their own individual merit.

That is an assumption that is invalid, and so I support Amendment Number 1. I speak as an individual. (Applause)

President Harris: At Microphone Number 2, speaking for the delegation, *Mary Gilmore* from Massachusetts.

Mary Gilmore (Massachusetts): Thank you. The Massachusetts delegation voted in caucus this morning to oppose the adoption of Amendment Number 1. (Applause)

Our present Constitution provides a fair and equitable way to achieve a fully representative delegation. Any move that would result in the reduction of the number of minority delegates would in effect make the NEA less responsive to the needs of our teachers and our students.

By providing the maximum input that is in our present Constitution, we ensure the achievements of a truly representative assembly. We would oppose any move that would deny us the enrichment that we acquire when the minority representatives come to the NEA Representative Assembly. Thank you. (Applause)

President Harris: At Microphone 4, from New Jersey, speaking for the delegation, *Kate Stilwell*.

Kate Stilwell (New Jersey): Thank you, Mr. President. I am speaking for the New Jersey delegation, which is officially on record in opposing Amendment Number 1. (Applause)

President Harris: At Microphone 7, from Massachusetts, speaking as an individual, *Robert Carter*.

Robert Carter (Massachusetts): Thank you very much, Mr. President. This is *Robert Carter* from Massachusetts, speaking as an individual, urging that this Representative Assembly defeat Amendment Number 1.

Our present Constitution is a landmark in American justice, for we, by adopting our present Constitution, have achieved unity amidst diversity. We have exploded the myth of reverse discrimination. Minority people do not wish to take over – we wish to participate, to be a part. (Applause)

All our task forces in which we have invested hundreds and thousands of dollars would be meaningless if we were to come up here to a Representative Assembly that was not truly reflective of the persons in our own land and country. We want participation here. Let us make our Representative Assembly a true reflection and a paragon for the whole United States.

Minorities and ethnic persons have come this far by faith and we are not about to turn around. Let us defeat Amendment Number 1. (Applause)

President Harris: Microphone 13, *James Barlow* from Arizona, speaking as an individual.

James Barlow (Arizona): Yes, Mr. President. I would move to close debate.

. . . *Motion* was seconded by an *unidentified delegate*.

President Harris: Motion has been made and seconded that we close debate. All those in favor . . . opposed . . . *debate is closed*.

Ms. Krause: We move down to Amendment Number 2, entitled:

> To delete the requirement that the NEA directors and Executive Committee members shall be elected by secret ballot for each individual office: To remove the requirement that a state affiliate shall hold a secret ballot vote to determine educational positions eligible for membership: To substitute for the requirement that a state affiliate shall conduct elections by secret ballot, that there be a roll call vote by the state's Representative Assembly or a secret ballot vote cast by the membership.

I present this to you for your discussion.

President Harris: Microphone 15, *Toni Cortese* from New York.

Antonia Cortese (New York): *Toni Cortese*, speaking for the New York delegation. We in New York certainly support secret ballot elections, and we have secret ballot elections in New York. When the members of our locals select representatives, they do that by a secret ballot acting as individuals.

But I think the important word I have just said, and what we all are here today, is *representatives*. It is impossible for 1.6 million people to come to a convention and act as individuals. So we are representing the members back home, and most certainly they have a right to know how we have voted at this convention.

Now people say to me, "I am not really opposed to a roll call vote and having the members back home know how I am voting, as long as it is on issues and not on candidates."

There is no way in this organization that we can separate into two separate functions. The leaders that we elect set the policy and the direction for this organization. The leaders are the issue or most certainly should become the issue. And perhaps if we were to have a roll call vote we would find that the candidates we have would be more issue oriented.

So there is no way of separating voting for candidates and voting for issues. But the important point is that we are representatives as we sit here. The people back home in our locals paid dues, and part of their dues money is being used to send us here to act as their representatives. They should know how we voted at this convention.

Now there is a third issue and that is at least the allowance, and not a mandate, by our national organization, that all states have to act in the same way in this respect. If it is the philosophy of one state that they want openness and honesty with the people back home, most certainly that should not be prohibited.

So I urge you, as representatives who want to be accountable and responsible to the members who have chosen you to come here and represent them, to support this bylaw amendment. (Applause)

President Harris: At Microphone 14, from Indiana, speaking for the delegation, *Billie Breaux*.

Billie Breaux (Indiana): *Billie Breaux* from Indiana, speaking for the delegation. Indiana took a caucus to vote No. We believe that the secret ballot is basic to the functions of a democratic society.

However, the real purpose of this amendment could be to inhibit delegates so they can be kept in line. Therefore, we would encourage you to vote No to anything that inhibits the delegates' freedom.

President Harris: It seems to complete the discussion on this item. We will move on to the next one.

Ms. Krause: Amendment Number 3:

> To remove the five-year membership requirement for candidates for executive office, Executive Committee, the Board of Directors, and for members of the Review Board.

I present it for your discussion.

President Harris: At Microphone Number 16, speaking for the delegation, *Walter Tice*.

Walter Tice (New York): Mr. Chairman and fellow delegates, this is the third year that this issue has been before the NEA convention. In Portland the issue affected me personally. As of next year I will have been a member of the NEA for five years and therefore this constitutional change I speak in favor of no longer will affect me personally.

But my interest is and has never been personal. It is organizational. The argument for the removal of this restriction goes to the vital interests of the National Education Association.

The five-year membership requirement makes no sense in an organization in which more than 30 percent of its membership shall be ineligible to run for office. The effect of unification over the past three years has been to bring into this organization over half a million new members. Many of these people are experienced teacher leaders who could bring to this organization the kinds of qualities that ought to be within the power of the membership of this RA to decide as to whether or not they wish these people to be leaders in the NEA.

If you vote to maintain this five-year restriction, you are voting against those new teachers in Indiana, New York, New Jersey, Wisconsin, Texas — and the list is very long. It does not make sense to these people. It does not make sense to an organization. Therefore, in the name of the New York delegation, I urge adoption of this amendment. Thank you. (Applause)

President Harris: I have an announcement and it reads as follows:

> Fire regulations require that the aisles remain clear at all times. Delegates are asked to keep their seats and to refrain from congregating in the aisles and near the main entrance. (Applause)

At Microphone Number 2, *Mr. Southwick* of Massachusetts, speaking for the delegation.

George Southwick (Massachusetts): Thank you, Mr. President. My name is *George Southwick*, and I am speaking for the delegation. Yesterday morning the Massachusetts delegation in roll call vote agreed to support Amendment Number 3. (Applause)

Mr. President, I concur with what *Mr. Tice* just said and could not have said it better or more eloquently myself. I would like to reflect this concern: in a day and age when restrictions concerning residency requirements for voting are being knocked down, as they should be knocked down, it would seem to me at this present time that anyone who is a bona fide member of this organization, irrespective of the chronological time of membership, should be afforded the right to run for whatever office he or she seeks. (Applause)

It is therefore with that thought in mind that the Massachusetts delegation urges the Assembly to support the adoption of Amendment Number 3. I thank you. (Applause)

President Harris: If we have no other speakers, we will move to Amendment Number 4.

Ms. Krause: Amendment Number 4:

> To provide for election of the executive officers and the members of the Executive Committee at the same time and for the same terms.

I submit it for your discussion.

President Harris: At Microphone Number 14 we have *Doris Blank* of New York.

Doris Blank (New York): Microphone 14, *Doris Blank*, New York, speaking both for the delegation and as an individual. I hope that would give me five minutes. It won't take that long.

There are two strong arguments for the support of this amendment. One is philosophical, and the other is practical. I will address both.

The philosophical argument is simply that it makes very little sense to have a separate election next year for the secretary-treasurer. We could have gone through all the campaigning right now and have had that. Every convention I have ever attended has had the philosophy that it expresses the will of the members back home. This can be more easily achieved if all the members of the Executive Committee as well as all of our executive officers were elected at the same time. That would give a working team an opportunity to put the philosophy for which it is elected into play for a period of two years.

The practical concern, and here I think that perhaps many of the delegates may agree with me, is that we could conceivably — and I have never seen it happen — have a year where there is no election, which would mean that this great organization would meet and would have the time to address itself to issues only.

When I think back to the untold amounts of money and the man- and woman-hours that were spent in trying to elect various individuals to office, and knowing that we are going to be going through it next year and the year after and the year after, it seems very, very clear that we can have a stronger thrust by devoting our energies on alternate years completely to the issues that confront the teachers of these United States.

I urge very strongly your support for Amendment 4 on both of these grounds. Thank you. (Applause)

President Harris: At Microphone 14, *Ray Gran* of Indiana, speaking for the delegation.

Ray Gran (Indiana): Fellow delegates, *Ray Gran*, Indiana, president. Indiana in caucus took a unanimous position in opposition to Amendment Number 4. We feel that the Executive Committee being elected partially each year provides continuity and change at the same time.

While we want a team of working force on a national level, for teachers and kids, we do not want to see political parties within NEA forming for the purpose of slate balloting. We find that reprehensible. We urge your defeat of Amendment Number 4. (Applause)

President Harris: At Microphone 11, *Ed Deaton* of Georgia, on a point of personal privilege.

Ed Deaton (Georgia): Mr. President, fellow delegates: I must apologize for the interruption at this time, but we requested yesterday afternoon a point of personal privilege and waited for two hours. We requested it this morning and have been waiting for an hour.

It doesn't pertain to what we have been talking about, but we have had many questions concerning the black armbands that the delegation from Georgia is wearing. I would like to explain this to the delegates.

Last Thursday in Georgia the legislature deleted $75 million from the education budget for next year, and we feel that it was a sad day last Thursday. This included many materials for the instructional programs of students, as well as a 7 percent salary increase for educators. We feel that these funds could have been cut from other areas rather than from education.

We in Georgia have made the statement that we have just begun to fight and we hope all delegates at this convention will go back to their states and do likewise—to support education as the Number 1 priority in the United States. Thank you. (Applause)

President Harris: At Microphone Number 2, *Mary Gilmore* from Massachusetts, speaking for the delegation.

Mary Gilmore (Massachusetts): The Massachusetts delegation this morning voted to oppose the adoption of Amendment Number 4. We feel the need for the continuity factor to provide experience and to bring about understanding.

Our own constitutional system reflects the continuity factor in the United States Senate. The Massachusetts delegation urges the defeat of Amendment Number 4. (Applause)

President Harris: With no more speakers on this item, we will move to Item Number 5.

Ms. Krause: Amendment Number 5:

> To remove the limitation on the number of terms an elected NEA officer may serve.

I present it for your discussion.

President Harris: At Microphone 15, from New York, speaking for the delegation, *Paul Cole*.

Paul Cole (New York): Thank you, Mr. President. We are here today not to elect the president of a senior class who will be here today and gone tomorrow. We are here today to elect the president of a 1.8 million member, $40 million corporation.

What we need is a very strong leader—one who is experienced, one who is knowledgeable, one who knows the workings and ways of this great organization. The only way to achieve this is to allow people in that office to serve so that they become experienced and capable leaders.

We suggest that the limitation on terms prevents this. We think that if we are ever to get a strong leader, one who is visible, one who is well known—so we can prevent such happenings as the recent slighting of the executive secretary of this organization—as the president, we are going to have to build into the office the right to maintain people that this delegation thinks ought to be retained.

The limitation is undemocratic. It takes away from the representatives of our nearly two million members the right to make any selection or any rejection that they wish of the candidates for the highest offices in this organization—both presidential and Executive Committee. Now even though we may not agree with the selection of the president here and even though some of us may not agree with what some of the selections for Executive Committee are, we will, as we have always done, abide by the majority will of this organization.

We think that when the majority has spoken at this convention hall that the president and the officers of this organization ought to be able to fully function and carry out the mandates of this Assembly. We think that if we deny persons the opportunity to succeed themselves, that denies us the right to say to an individual, "You have done well and we will return you" or "You have not done well and we will replace you." In essence it is undemocratic and we urge strongly your support of this amendment. (Applause)

President Harris: At Microphone 3, *Robert Brielmaier* of Michigan, speaking as an individual.

Robert Brielmaier (Michigan): *Robert Brielmaier* from Michigan, speaking as an individual, in opposition to this proposed amendment. Three years ago I attended my first NEA convention in Atlantic City. I remember very clearly a speech by *Sam Lambert*, who was then the executive director. He warned of the dangers of a lifelong president who was unresponsive to teachers' needs and outside of their control.

He said that this was already all too common in the AFL-CIO and gave a number of examples of where it was true. (Applause)

But NEA *President Morrison* said that there was really no cause for alarm since the president was limited to a mere four years. Now even before the Constitution has gone into effect there is a suggestion for the elimination of this safeguard.

No matter how effective a president might be, a presidency is preferable to a monarchy. We have enough qualified teacher members so that we need not depend for many years on a single person to serve as president due to a lack of qualified successors. However, this can lead to corruption, as was shown by the Watergate matter. Power makes this temptation overpowering.

It is well known that a frequent shift of the people in power tends to uncover corruption and thus help prevent it. I know that some will say, "One or two more years really won't make that much difference" and "We really ought to allow a person to stay in for six or eight or ten years."

But where are we going to draw the line? I think four years is a good term. I urge you to defend classroom teacher control of this organization, which is one of the purposes of this new Constitution, and to keep it free from corruption by retaining a four-year limitation on executive officers. (Applause)

President Harris: Microphone 18, from Utah, speaking as an individual, *Newel Standley*.

Newel Standley (Utah): I am *Newel Standley* of Utah, and I would also urge your defeat of this proposition. We need strong locals. If we were to have a permanent leader as a president of this organization, I believe it would weaken our organization and weaken where the strength of our organization is at the present time.

A permanent president does not mean that he will be any stronger than anyone else. Again, I urge your defeat of this amendment. Thank you.

President Harris: At Microphone 2, from Massachusetts, speaking for the delegation, *Patricia Dunn*.

Patricia Dunn (Massachusetts): Thank you. *Patricia Dunn*, speaking for the Massachusetts delegation, who voted this morning in caucus to oppose Amendment Number 5. The united teaching profession has large numbers of talented persons serving in leadership capacities in all levels of our organization. This talent should be recognized and allowed to move up.

There is no good reason why we have to utilize the services of the same people over and over again. The best way to ensure development of good, new, articulate leaders is to limit the number of years one can hold office. We have had excellent leaders in the past, and we can ensure further usage of good talent if we limit the number of years of service.

Ours is an expanding profession—we have a constant flow of new talent. Let us use that new talent, not stifle it. Mr. Chairman, the Massachusetts delegation urges the defeat of Amendment Number 5. Thank you. (Applause)

President Harris: Microphone 16, *Walter Tice* of New York, speaking as an individual.

Walter Tice (New York): Fellow delegates, I had not intended to speak on this, but one of the speakers mentioned a speech given by *Sam Lambert* in Atlantic City. It was interesting that the speaker mentioned *Mr. Lambert's* comments in support of the thesis that you ought to have change of leadership periodically, because at this point I don't think anybody in this room would doubt that the power in the National Education Association was in the hands of *Mr. Lambert*, who was not subject to any kind of restriction in terms of length of service.

The point is that this amendment simply puts before the members of the annual convention the question as to who has the power in the NEA. If you put in a rotation type of situation for your presidency, then there will be no doubt that the power in this organization will reside in the executive secretary.

If those arguments given by that member are valid, then why do we not in a like manner apply the same kinds of restrictions to the executive secretary? But no one is proposing that because you cannot have an effective organization without power residing somewhere and without a continuity of power.

The only question now before us is, Will that power be in the hands of persons not elected or

will it be in the hands of people subject to the election by the people in this room and their "un-election"? For that reason I urge each of you to vote in favor of this amendment. (Applause)

President Harris: At Microphone 13, from Tennessee, speaking as an individual, *Warren Dixon.*

Warren Dixon (Tennessee): *Warren Dixon.* I am speaking as an individual. I am against this because I am more afraid of large accumulations of power than anything else. That is what is wrong with our country today—the government has so doggone much power you can't do anything.

It took us a long time to get out of Vietnam. I didn't think we were ever going to get out of that thing whole. Now here is what I don't want to see happen to our educational organization. I don't want to see a Jimmy Hall thing here, nor do I want to see a Tony Vote.

I like to have things so the teachers have control, like it is right now. I can tear this building down with my hands a lot easier than I could get George Meany out of his office if I wanted to. (Applause)

Thank you for your kindness.

President Harris: At Microphone 1, *Irene Kerr* of Texas, speaking as an individual.

Irene Kerr (Texas): It is *Irene Kerr* of Texas. I move to close debate.

. . . Motion was seconded by *unidentified delegate.*

President Harris: It's been moved and seconded that we close debate. All those in favor . . . opposed . . . *the debate is closed.*

Ms. Krause: Amendment Number 6:

> To provide a penalty for an NEA member who "scabs" during an NEA-approved strike.

I present it for your discussion.

President Harris: Microphone 3, from Connecticut, speaking for the delegation, *Jeanette Hotchkiss.*

Jeanette Hotchkiss (Connecticut): *Jeanette Hotchkiss,* president of the Connecticut Education Association, speaking for the delegation. Mr. President, I am moving to amend Amendment 6 by substituting the word "supported" for the word "approved." I have a second.

President Harris: I am going to hold just a second while we give the chairperson of this committee an opportunity to comment on this. While we are waiting I will make a couple of announcements.

The NEAT Caucus will be voting for next year's officers in Room 212A whenever this Assembly is adjourned for lunch.

Luncheon seating for up to 6,000 delegates is available downstairs on the lower level—buffet, sandwiches, and snacks. At this point it is just food for thought.

Now we will have the chairperson speak to this.

Ms. Krause: The amendment which has been suggested would seem to be out of order in that it would tend to strengthen the amendment before you rather than to weaken it. "Approval" seems to have a narrower meaning than does "supported." Therefore it would be my feeling and counsel's feeling that this would be out of order.

President Harris: On the recommendation, Microphone 3.

Ms. Hotchkiss: Mr. President, I wish to challenge that ruling.

President Harris: I will so rule that it is out of order so that a challenge will be in order. And the question is, Shall the Chair be sustained in its ruling? A Yes vote will sustain the Chair and a No vote would place this item in order. All those in favor . . . opposed . . . I am going to ask that you stand. All those voting Aye . . . those voting No . . . *the Chair was sustained.* (Applause)

At Microphone Number 15, *Mary Jane Cheatham,* speaking as an individual.

Mary Jane Cheatham (Arkansas): *Mary Jane Cheatham* of Arkansas, as an individual on a point of information. What is an NEA-approved strike?

President Harris: I am going to ask the legal staff to speak to this.

Legal Counsel Robert Chanin: As matters now stand, we have no precise process by which we would determine an approved strike. If the amendment did pass, it would be necessary for the Board of Directors and/or the Executive Committee to develop some procedures by which we gave definition to the term "approved strike." At the moment we do not have that, but some such process would become necessary with passage of the amendment.

President Harris: I am going to Microphone 15, *Bessie Hannahs* of New York, speaking as an individual. If the point of information has not been answered, that microphone would be in order at this time. Microphone 15.

Bessie Hannahs (New York): My question has been answered. I wanted the information relative to the NEA-approved strike.

President Harris: Okay. At Microphone 2, from Minnesota, speaking for the delegation, *Mort Mondale*.

Mort Mondale (Minnesota): *Mort Mondale*, speaking for the delegation of Minnesota. A year ago thousands of our NEA members put it together to demonstrate to the rest of the nation that what had been done in Timberlane and Hortonville was not acceptable to the teachers of the National Education Association.

To be perfectly clear, what was done to those professionals was done because people were willing to push them out of their jobs. We can talk all kinds of detail, but I have got a lot of faith in folks like *Bob Chanin* and the NEA Board of Directors to develop the kind of process to determine what an approved strike is. It is more important that we as the NEA take a position that a scab who pushes a person out of a job will not work into this organization without at least some kind of permission. Thank you. (Applause)

President Harris: Microphone 12, Washington, speaking as an individual, *Edward Orsborn*.

Edward Orsborn (Washington): Thank you, Mr. Chairman. I wish to speak in two areas against this amendment.

The first one is the local should handle their own problems at the local level and do their own censoring. Secondly, you forget that when we go out and negotiate during a strike, we always look for an amnesty clause in that and it goes two ways. This eliminates any kind of amnesty for those people who stood by their own convictions and exercised their own right to make a decision. I urge you to vote No to this amendment.

President Harris: Microphone 7, *Margaret King* of Massachusetts, speaking as an individual.

Margaret King (Massachusetts): I'd like a point of information on the legal ramifications of whether the NEA as an organization can approve a strike, what the problem is there.

President Harris: I am going to ask our legal counsel to comment on that.

Legal Counsel Chanin: The question of our right to discipline strikebreakers and/or to approve strikes is a difficult legal area. I am not prepared to say that this amendment or any part of it is *per se* illegal. It does have sufficient flexibility so that I believe we can come within the law in implementing it.

I would point out, however, that there are potential legal pitfalls. The matter is dealt with as a result of Resolution C-51, which did condemn strikebreaking last year. That policy was implemented by the Board of Directors at its February 1975 meeting, limiting it strictly to the legal concerns. The Board of Directors did adopt a policy which does do essentially what is intended by this amendment and does it in a manner which avoids many of the potential legal pitfalls in this amendment.

Again, that is not to say the amendment is illegal. There is sufficient flexibility in the language so that I believe we could implement this without violating any law.

President Harris: At Microphone 6, *Baruch Kaelter*, speaking as an individual.

Baruch Kaelter (California): I have a point of information. It seems to me these amendments have been in for quite a long time. I question, Is it really true that the president or executive officers or the legal counsel or the Bylaws and Rules Committee have not yet given any consideration as to what the meaning of an "approved strike" would be? We are being asked to vote on this without any type of information at all.

Legal Counsel Chanin: No, speaking on behalf of all of the parties that you identified, we have given consideration to the question. I have tentative thoughts as to how we would proceed with the definition of that phrase.

Indeed, simply taking many of the other NEA resolutions, guidelines, and policies, we would probably with some ease determine what is an approved strike. However, following the adoption of an amendment like this, those thoughts and that approach would have to be formalized.

My response to the prior question is that we have not as an organization adopted a formal process which defines an approved strike for purposes of this bylaw. But, yes, we have given thought to it, and I think this Representative Assembly has given thought to it in a variety of resolutions and New Business Items that it has passed over the years.

President Harris: There is still a question at Microphone 6.

Mr. Kaelter: You say you have given some tentative thoughts and ideas. Could you share some of those tentative ideas with us so we'd have some idea of what your tentative thoughts are?

Legal Counsel Chanin: I am prepared to give you a tentative answer to the question. One of our resolutions provides that the strike shall be a last resort after all other avenues of resolution have been exhausted. I would think before NEA gives approval to a strike we would have to seek compliance with that particular bylaw or policy provision.

I do not have at the moment the various other specific phrases, but that is the process that I believe the organization would use, that is the one that comes to mind immediately. But I know within that resolution there are other parameters of a similar nature.

President Harris: Microphone 2, from California, *Peter Pitkin*, speaking as an individual.

Peter Pitkin (California): Mr. President, *Pete Pitkin* from California. I'd like to get a point of information if I could from *Mr. Chanin*. The phrase "approved strike" seems to be giving both *Mr. Chanin* and the delegation as well some problems. Is it not true when NEA staff assists in the organizational development within a chapter and in fact is there at the time a chapter takes a strike vote, that you have in fact supported that strike and that therefore the ruling of the Chair earlier might be an error?

Legal Counsel Chanin: I can only give you a personal reaction to the meaning of the two words that you are dealing with, which are "approval" and "support." The NEA does not initiate strikes at the local level. That is a decision of our local affiliate.

In a strike situation, as the parent organization, we will send in various types of support. That may range from legal assistance which we will always provide, PR help, or negotiation assistance. That happens in virtually every strike. We support our affiliates.

However, were the word "approval" to appear in a bylaw—that would, I think, involve more than simply sending in one of my lawyers or one of our negotiators to assist our local. I think it would involve an organization and at the moment we do not have a process for giving that imprimatur. I think we will support our affiliates when they strike.

President Harris: Microphone 6, *Don Crawford*, California, speaking as an individual.

Don Crawford (California): Mr. Chairman, I also have a problem with the word, and that is the word "scab." It is a very graphic but specific term. Before I could vote I would need to know just what that meant. Is it only a person who is hired to replace a teacher on strike, or could it also be considered to be a teacher who is already working when a strike is called, who decides through conscience she/he cannot go out on strike? To me this would be something different. I would need a clarification.

Legal Counsel Chanin: The colloquial definition would pick up both. However, I don't think that is the precise answer for the purposes of the bylaw or the Board of Directors. Part of the process would be a fairly precise definition of the word "scab."

If they were to ask me for assistance in developing it, I would give them the accepted legal definition, which encompasses both of the categories you have identified.

President Harris: At Microphone 2, *Dick Maxwell*, Massachusetts, speaking for the delegation.

Dick Maxwell (Massachusetts): Massachusetts urges the support of Amendment 6. Teachers strike only when all other reasonable avenues of accommodation and agreement have been exhausted. The strike is an action symbolizing unified opinion of internal conditions. It is also an action which is reasonable and courageous.

Teachers risk not only their employment but also their reputations. Those teachers, to avoid the risk by scabbing, increase the risk to their own callings. In effect, they are scavengers of jobs, if you want a definition, which aren't really available, and they cooperate with the forces that are opposed to us and to our presence.

If they are not with us, they are against us. Damn it, if they are against us, they forfeit their rights to engage in that for which we have put forth blood and sweat in collective action. We have not forgotten Timberlane. (Applause)

President Harris: Microphone 15, *Carl Harner*, Florida, speaking for the delegation.

Carl Harner (Florida): *Carl Harner* of Florida, speaking on behalf of the delegation. In the caucus we voted to urge you to vote against Amendment Number 6 for the following reasons:

Even though we feel that the concepts that are inherent within the amendment have merit, we do have some concerns about the NEA-approved strike.

First of all, how would we go about approving a strike? Secondly, to whom would we appeal the decision if NEA did not approve a strike?

We basically feel that if the part pertaining to the NEA-approved strike were deleted, this concept would be acceptable. We therefore would urge you to vote against Amendment Number 6.

President Harris: At Microphone 9, *Laurence Morgan* of Tennessee, speaking as an individual.

Laurence Morgan (Tennessee): *Laurence Morgan* from Tennessee, as an individual. I move to close debate.

. . . Motion was seconded by *unidentified delegate.*

President Harris: It's been moved and seconded that we close debate. All those in favor . . . opposed . . . *debate is closed.*

I am going to interrupt the consideration of further amendments at this time. There are two or three things that we want to take care of before we recess for lunch.

The first is the address that I was to give to this body under the title of "The President's Address." Following that we will have the announcements of the New Business Items.

(*President Harris's* address may be found on page 7.)

Thank you. At this time I will read the titles of additional New Business Items, those that have been submitted since the close of the first meeting.

34. Establishment of a task force to aid in the defense of academic freedom.
35. Reduction of the defense budget.
36. Action plan for a nationwide telecommunications network.
37. Pilot program for experimental programs.
38. Federally funded programs.
39. Federal funding for retraining teachers.
40. NEA teacher exchange program.
41. Representative Assembly Sunday schedule.
42. Action to honor Nathan Hale during the Bicentennial.
43. Tax-deductible NEA-PAC contributions.
44. NEA-PAC and the one-person—one-vote concept.
45. Initiation of dialogue with National Association for Children.
46. Establishment of Teacher Recognition Day.
47. Discontinuation of NEA lobbying efforts and position on gun control.
48. Equalization of Social Security benefits.
49. Increase of UniServ funds.
50. Informational aid to aid in protection of academic freedom.
51. Bicentennial materials regarding contributions of women and minorities.
52. Establishment of policy wherein UniServ grants would increase with increased NEA dues.
53. Support for Crestwood, Michigan, teachers.
54. Status report of Representative Assembly New Business Items.
55. Leadership in conversion to the metric system.
56. Alternatives to strike.

New Business Items 2 and 26 are withdrawn.

Remember that the close of the next business meeting this afternoon will be the deadline for submitting New Business Items. This afternoon's business meeting will convene promptly at 2:00 p.m. We are recessed until 2:00 p.m.

The Second Business Meeting recessed at 12:55 P.M.

THIRD BUSINESS MEETING

Sunday Afternoon, July 6, 1975

THE THIRD BUSINESS MEETING convened at 2:30 P.M., *President James A. Harris* presiding.

President James A. Harris: If we can get the delegates seated, we will open the next session. A couple of people have asked for points of personal privilege, and I'd like to take them first.

The third business meeting of the Representative Assembly is now in session. Is *Mr. Totten* at Microphone 4 for a point of personal privilege? Microphone 4.

Frank Totten (New Jersey): Mr. President, *Frank Totten*, New Jersey, speaking as an individual. *President Harris*, as a delegate to many conventions where I developed extreme weariness and boredom waiting in those long voting lines, this morning I spent five minutes voting—a terrific improvement. I offer to you congratulations. (Loud applause)

President Harris: Thank you. You will meet very soon the committee that put together this year's voting procedure. I think that if you thank them at that time they will appreciate it.

At Microphone Number 2, a procedural motion, *Sally Lash*, from the state of California, speaking as an individual.

Sally Lash (California): *Sally Lash* from California, speaking as an individual. I move that we limit debate on all matters of discussion to two speakers for the item and two speakers against the item. I have a second. (Applause)

I feel that we all have a lot of business to conduct here, and we all have important things we want to say. But if we all speak for and against, we will all be here till next February.

President Harris: Do you have a second?

Ms. Lash: Yes, I do, *Gary Wilson* from California.

President Harris: You were speaking to which items?

Ms. Lash: All items of business.

President Harris: All items of business. All right. This item is not debatable. It is a change in the rules. It takes a two-thirds vote. To restate her motion, she would limit debate on any item to two for and two against in the interest of saving time. I am going to put the motion. It takes a two-thirds vote. All those in favor . . . opposed . . . *the motion is defeated.*

The New Business Items that were announced this morning will not be available until tomorrow morning. At this time we are ready for a report from the Elections Committee. Due to the nature of the results, I am going to turn this portion of the meeting over to the vice-president, *Willard McGuire*. (Applause)

(*Vice-President Willard McGuire* assumed the Chair at this time.)

Vice-President McGuire: *Mr. Galen Kinzie*, chairman of the Elections Committee, will give you the results of this morning's election.

Galen Kinzie: *Vice-President McGuire*, before I give this result, let me very sincerely thank all of you people for your cooperation this morning. We told you yesterday that we'd try to set up a procedure that would expedite the voting. It was evident that with your cooperation we were able to do this very thing rather promptly. (Applause)

Before reading these results, I also want to mention a couple of things. One is that probably half a dozen of you left your credentials material in the voting area. You will not be able to vote tomorrow without those materials. We could send you, as in some cases we had to do today, to the registration area to get a duplicate, but if you find that you do not have your credentials card, please come to the voting area, which is immediately behind this area. Hopefully we may have it there.

Tomorrow, because of the amendments, as we mentioned to you yesterday, it will be very necessary that you do your homework. Make sure that you have made your decisions on page 58 in the convention booklet, and then bring the booklet with you tomorrow morning. Hopefully we can expedite that voting in a manner similar to this one.

I want to publicly express appreciation to these 60 people that have been very kind in working on this Elections Committee—and for such a long time. Most of them were here before 6:00 o'clock and they haven't gone to lunch—the same as probably the rest of you. So we appreciate the work that they have done. (Applause)

Now, thank you. I have been requested to give the results of today's election of officers. You probably will want to turn to pages 56 and 57 in your booklets where these are listed. You may want to write the results, because on page 47 of your convention booklet, Item 10, it says:

The chairperson of the Elections Committee shall present the report of each balloting to the Representative Assembly.

It does not say that the Elections Committee establishes policies—it gives the results of the election. What is done with the results of the election is the prerogative of the delegate body.

I am going to read the results in the reverse order. By action taken yesterday on the Executive Committee, the one-year term did not necessitate any formal election today. That was automatic, and so you did not cast a vote in the one-year term.

But in the two-year term, the following are the results. I am going to read these in the reverse order, which will mean—are you unable to follow me? Those results of the election for the two-year term of the Executive Committee are as follows, beginning with the last name as printed in your book.

Lauri Wynn, 4,371 votes; percentage, 54.6. (Applause)

I might mention, I was going to say if we could withhold applause, but I expect that will be very hard for you to do.

Hazel Petrocco, votes cast, 1,935; percentage, 24.1.

Tay McArthur, votes cast, 890; percentage, 11.1.

Elaine Marks, votes cast, 2,183; percentage, 27.2.

Tom Hobart, votes cast, 1,195; percentage, 14.9.

Carl Hedstrom, votes cast, 3,545; percentage, 44.2.

For the Executive Committee, three-year term:

I am sorry, I may give this last name incorrectly, *Ramon Huerta*—the number of votes cast, 3,546; percentage, 44.6.

Hank Harrison, votes cast, 4,654; percentage, 58.7.

Vivian Bowser, votes cast, 5,821; percentage, 73.4.

For president, the total number of votes cast in this election was 8,670—let me correct that, 8,067 total votes were cast: valid ballots, 7,179; void ballots because of no vote or more than one vote, which would automatically make a void ballot as far as counting votes are concerned (and this may be the prerogative of any voter), 888.

Let me express my appreciation for your patience. The election went off much more rapidly than did getting the results back to you. Our apologies, and so I do express my apology for not having gotten this to you more quickly even though with the computer the election was very rapid. We were about ready to give the results when you adjourned.

The results of the president's election:

Bryan Stevens, number of votes, 376; percentage, 5.2.

John Ryor, number of votes, 2,726; percentage, 38.0.

Roberta Hickman, number of votes, 2,038; percentage, 28.4.

Jim Harris, number of votes, 2,039; percentage, 28.4.

Mr. President, *Mr. McGuire*, I move the acceptance of the recommendation of the Elections Committee to accept the certification of the election as presented.

Vice-President McGuire: Mr. Kinzie has moved acceptance of the Elections Committee report. *Kinzie* moves, *Mayo* of Minnesota seconds. But before the vote is taken on this, I have an announcement to make, because the acceptance of the report would have an effect on this particular announcement.

Ms. Hickman has requested a recount. In the light of the closeness of the vote (applause)—a one-vote differential—I have directed a recount. (Applause)

This will be done as promptly as possible, and the results will be reported to you. Remember, this is a recount of ballots already cast, not a new election. The motion before the house will be held in abeyance because of the direction for this recount. I will now turn the Chair back to *President Harris*.

(*President Harris* resumed the Chair at this time.)

President Harris: Who said this was going to be a dull assembly!

At this time it is a great pleasure for me to introduce to this assembly the presidents of four national teachers organizations. We are very honored that they are able to participate in our convention.

President of the National Union of Teachers of England, *Ms. Elsie Clayton*, and *Mr. Clayton*, would you please stand. (Applause)

President of the Canadian Teachers Federation, *Thomas N. Trafford*, would you please stand (applause) and *Ms. Trafford*.

President of the Jamaican Teachers Association, Jamaica, West Indies, *Ms. Ellorine Walker*. (Applause)

The fourth educator, *Wilhelm Ebert*, is president of the Bavarian Teachers of Germany. *Mr. Ebert* is also vice-president and president-elect of WCOTP, the World Confederation of Organizations of the Teaching Profession, of which NEA is an active member. I am pleased that *Mr. Ebert* will present greetings to us in behalf of WCOTP. *Mr. Wilhelm Ebert*. (Applause)

Wilhelm Ebert: Mr. President, delegates: I bring you the warmest greetings and best wishes of the World Confederation of Organizations of the Teaching Profession, WCOTP, from the organizations present here at these meetings and just introduced to you by your president, as well as from 125 national member organizations of WCOTP in 80 countries.

The annual assembly of WCOTP will take place the first week of August in Berlin, Germany, and I know that some of you will actively participate there. But all our member organizations are looking forward to meet with a great number of American active teachers in 1976 in Washington, D.C.

WCOTP has three basic aims: to promote interchange of knowledge and ideas so that each member organization can use the experience of all; to promote international solidarity so every organization can count on the support of colleagues in other lands; to represent teachers organizations to intergovernmental parties such as the United Nations, UNESCO, IBOE, the International Bureau of Education, and others.

In this regard, it is remarkable how little is known about OECD. You may even, as NEA delegates, ask what OECD stands for. It is the Organization for Economic Change and Development. It is the organization of the highly industrialized countries of Western Europe, plus Canada, the U.S.A., Japan, Australia, and New Zealand.

It is even more remarkable to watch the great effort OECD is making to move with its policy-making activities into the field of education to build up a common front—how to save money and how to make people believe that much can be done with fewer teachers.

WCOTP has been able for the moment to stop this movement, but we all can be sure it will go on. It is ironic when, in a period of economic crisis in all countries of the world, the governments of the highly industrialized countries, through OECD and other international bodies, tell the people that teachers are needed only if they would accept more hardware and larger classes.

You may believe the topic "Education in an Economic Crisis" is just an American phenomenon. It is not. It is, in fact, the worldwide problem of today.

I want to assure you that the results of the NEA conference will guide the countries around the world and certainly will have an international impact. This is why WCOTP needs the full support of all its members and why all the members need the support of WCOTP.

Winston Churchill, when once asked how he would describe a diplomat, replied, "A diplomat is a person who thinks twice before he doesn't say anything."

Dear colleagues, I do not think twice before I say who divides teachers is our enemy and who unites them is our friend. (Applause)

It is in this regard that WCOTP and the foreign guests present today congratulate you for your growing membership and your movement toward a continued independent professional organization and for your example of a strong teacher organization. (Applause)

We wish you success and express our thanks for the overwhelming hospitality we have received in your great country from your great NEA and from all of you. Thank you. (Applause)

President Harris: Thank you, *Mr. Ebert*. I recognize the chairman of the Elections Committee for a special announcement. *Mr. Galen Kinzie* of Iowa.

Galen Kinzie: President Harris, I am sorry to take additional time. I had promised the Elections Committee that in case this body wished for the Elections Committee to reconvene that I would say so or make that announcement. I am sorry that I overlooked that. So, any member of the Elections Committee in this body, please report to the election room. Thank you.

President Harris: Last year we were all privileged to have the able leadership of *Dr. Helen Wise*. At this time we recognize Helen for her very effective efforts and accomplishments on behalf of our profession and of children throughout the country and the world.

Helen, if you would come up, please. It is my pleasure to present you with a plaque as a token of appreciation from a grateful Association. The plaque reads as follows:

> For distinguished service, Helen D. Wise, president, National Education Association, 1974–75.

Dr. Helen Wise: Thank you very much. Thank you. Ten years ago this week I attended my first NEA convention. I sat in the peanut gallery in Madison Square Garden and listened and learned, questioned a bit, but went home, as I am sure many of you first-time delegates will, with the realization that the goals and objectives that I had were shared by thousands of teachers across the country.

Since that time I have been privileged to work with local, state, and national leaders—committed, concerned teachers—in what has to be an unprecedented decade in the history of this Association.

When you elected me president three years ago in Atlantic City, I pledged to you that I would give all of my time and effort to see that NEA became the preeminent spokesman for teachers. I know that that's happened, that the NEA does indeed speak for education in this country—not because of me, or because of any one leader, not because of any one of us, but because of all of us.

As you have heard me say many times, the NEA is not the president or the staff or any of the elected leaders—the NEA is each of you and all of the millions that you represent in every classroom in the country. As I return to the classroom again this coming year, I return proud to have served you, deeply appreciative of your support and your work and your confidence in me as a leader, and with very great faith in the future of this united teaching profession. I thank you all very, very much. (Applause)

President Harris: The Hilda Maehling Fellowships program was established in 1959 to honor the first executive secretary of the Association of Classroom Teachers. Through this program NEA grants stipends for activities leading to the development of Association work, professional improvement, or development of professional tools and techniques.

Awards are made to individual classroom teachers, groups of teachers within the same school system, or local associations affiliated with NEA. To present this year's awards, the Chair recognizes *Burnettia R. Denny*, chairperson of the committee. *Ms. Denny.*

Burnettia R. Denny: This year the Hilda Maehling Fellowship Committee consisted of *Danny Wong* from California, *Katie Pringle* from Louisiana, and myself from Indiana. Both Danny and Katie are on stage with me today to present this year's awards.

The four awards given today will bring the total of Hilda Maehling stipends given since the founding of this fellowship in 1961 to 56. These awards are given annually through the Maehling Fellowship program.

In the packet that you as delegates received as you registered, you will find a brochure pertaining to the fellowship program. You may find by reading it how you may turn an off year into an on year by following the guidelines in the brochure.

A local association has been awarded one of the stipends for a project entitled "The Curriculum Advocate." *Marjorie Fortner* has acted as coordinator of this project for the Teachers Association of Baltimore County, Baltimore, Maryland. *Katie Pringle* is presenting this award to Marjorie. Katie.

(Presentation was made.)

Ms. Denny: Another award goes to a project entitled "Individualized Program in Work Study Skills." The winner is *Joyce Mieskalski* from Annandale, New Jersey. Joyce has been assisted by *Dorothy McLane* and *Patricia Stewart*, both of Berkeley Heights, New Jersey. *Danny Wong* will make this presentation.

(Presentation was made.)

Ms. Denny: Another award for a project titled "Performing Arts" goes to *Jon Déak* from our host state, California. Stockton is his home base. Danny will present this award also.

(Presentation was made.)

Ms. Denny: One more award will be given for a project entitled "Interactive Computer Programs for the Educationally Disadvantaged" submitted by *Dr. Robert Messina, Jr.* from New York City, New York. *Doris Blank*, NEA director from New York, is receiving this award for *Dr. Messina* since he could not be present. *Katie Pringle* is making this award.

(Presentation was made.)

Ms. Denny: Do remember, fellow delegates, to read the brochure in your packet of materials. Indeed, you too may be a winner next year. Thank you, Mr. President. (Applause)

President Harris: At this time we will resume our activities relative to the new amendments. Are you ready?

Helen Krause: I am sorry to delay you. We will resume with Amendment 7. But because

there is a technical question here for just a moment, Mr. President has suggested that we move on to Amendment 8 and come back to 7 very shortly.

So will you please turn to Amendment 8. Amendment 8 is entitled:

> To allow each affiliate to determine the method by which delegates shall be elected.

There has been a request to withdraw this amendment. Under the Constitution, Article IX, Section 5(a), this would require a request accompanied by the signatures of two-thirds of the signers. I have in my hands such a document containing 39 of the 47 signers. Therefore I would recommend that the request for withdrawal be granted.

President Harris: I am sorry, did you move?

Ms. Krause: I would move that the amendment be withdrawn.

President Harris: Is there a second to that?

Ms. Krause: Helen Don seconds.

President Harris: It is moved and seconded that this item be withdrawn. Is there any discussion? Seeing no one wishing to speak, I will put the question. All those in favor . . . opposed . . . *the item is withdrawn.*

Ms. Krause: Amendment Number 9, entitled:

> To change the ratios for the allocation of delegates to state and local affiliates in order to reduce the size of the Representative Assembly.

This amendment was introduced by the Bylaws and Rules Committee at the request of the Board of Directors. The Board of Directors has requested the Committee to withdraw it. The procedure outlined in the Constitution states that by a majority vote of the Committee this request may be made. Therefore, at this time I would move that Amendment 9 be withdrawn. I have a second; *Judith Owen* seconds.

President Harris: It is moved and seconded that this matter be withdrawn. Is there discussion? At Microphone Number 11, from California, *Mr. Woodruff,* wishing to speak against—Do you wish to speak against withdrawing? Microphone 9.

Dick Woodruff (California): Mr. President, I do not wish to speak against it at this time. Thank you.

Mr. Berkey (California): Sir, I have a point of information. Could I please have the rationale for withdrawing this motion?

President Harris: Would the chairperson speak to that?

Ms. Krause: I would request a member of the Board of Directors to answer that question, if someone is available.

President Harris: Does anyone wish to give a rationale for this? I am going to ask *Mr. Harrison,* who chaired the task force that recommended this withdrawal, to speak to this. Is *Mr. Harrison* present?

Ms. Krause: We are discussing Amendment 9.

President Harris: I am going to recognize the executive secretary to speak to this. He thinks that he knows the rationale

Executive Secretary Terry Herndon: You will notice in the New Business Items that have been circulated a New Business Item 17 which would create a special committee to study the matter of the ratio between delegate members and other matters related to the conduct of the Assembly.

The task force recommended to the Board that the amendment that would change the ratio be withdrawn and that this committee be created in its stead so that the matter might be further studied.

President Harris: You wish to present the next one? Was 9 withdrawn? Would you present the next item, please? I am going to put the vote on this item. The vote is to withdraw Item Number 9 with the rationale that was given. I have no indication that anyone wishes to speak to it. All those in favor . . . opposed . . . *the item is withdrawn.* Would you present the next item, please.

Ms. Krause: Amendment Number 10:

> To remove the requirements that delegates to NEA's Representative Assembly shall be elected by majority vote and by secret ballot for each individual office and that the NEA members within each group eligible for delegates shall be eligible to vote.

I present Amendment 10 for your discussion.

President Harris: Do you have a second? At Microphone Number 9, *Lucille Nabors* of Tennessee, speaking for the motion.

Lucille Nabors (Tennessee): Tennessee submitted this amendment last year. We understand that there is a proposal by the Board of Directors that would do something which we feel is much better than perhaps what we put in.

In submitting this amendment we did not wish to deny secret ballot. Having gone through the election process, the majority vote was our chief concern. It is still our chief concern in the numbers of elections, and we would support what we understand to be the motion to amend by simply requiring that the election of delegates [illegible] by secret ballot.

President Harris: Is there anyone else who wishes to speak to this item? At Microphone 4, *Alan Davenport* of New Jersey, speaking for the delegation.

Alan Davenport (New Jersey): Thank you, Mr. President. *Alan Davenport*, director from New Jersey, speaking for the Board of Directors. I would like to amend this proposed amendment by deleting only the four words "by majority vote and," and retaining all the rest of the language of Article III, Section 3(c). This section would then read:

> Election of delegates to the Representative Assembly shall be by secret ballot for each individual office. The NEA members within each membership group entitled to delegate allocations as set forth in the Constitution and the Bylaws shall be eligible to vote.

By making this change we would retain for the membership the benefits of individual secret ballot vote. We would get rid of a concept of the majority vote which resulted in a great deal of hardship on the part of many people in terms of having to set up runoff elections, many times repeated under unknown situations. If I have a second, I would like to have it.

President Harris: I recognize *Ruth Amend* of Texas for the second. Is there anyone else who wishes to speak to this item? Microphone 6, *Ruth Amend* of Texas.

Ruth Amend (Texas): *Ruth Amend* of Texas, speaking for the NEA Board of Directors. I second the motion and would like to speak to it.

President Harris: You may speak to it at this time.

Ms. Amend: Thank you. Though a majority vote might be desirable, the logistics required for such a vote have been and will be difficult. On pages 114 and 115 in our delegate books, Articles 8-7 and 8-11 state that the affiliate shall conduct all elections with open nominations and secret ballot.

In states like Texas and New York, with the possibility of hundreds of thousands of candidates, a majority vote would be very time-consuming and tedious. A vote at a Representative Assembly could, in fact, and has, monopolized an entire convention. At our convention last spring it seemed like all we did was vote for NEA delegates. A mail ballot could also be very expensive.

Therefore, we would urge you to retain the secret ballot but delete the majority vote by voting for this amendment. Mr. President, may I yield to my president?

President Harris: All right, Microphone 6.

Larry Yawn (Texas): *Larry Yawn*, speaking on behalf of the Texas delegation. The Texas delegation in caucus voted to support the amendment to the proposed amendment. We would ask the delegation to join us in substituting this proposal. Thank you.

President Harris: I recognize Microphone 7, *Robert Carter* from Massachusetts.

Robert Carter (Massachusetts): Mr. President, I would like to yield to a member of our delegation from Massachusetts, who will speak for the delegation, *George Southwick* at Microphone 2.

President Harris: At Microphone 2.

George Southwick (Massachusetts): Mr. President, *George Southwick* of Massachusetts on a point of information. If I understand *Mr. Davenport's* proposal, by removing the words "by a majority," and leaving the rest of the proposal intact, under *Robert's Rules* there is no prescription as far as a voting count is concerned. If that is true, is not the rest of the majority automatic?

President Harris: We are going to ask that the question be asked again. The parliamentarian didn't hear it.

Mr. Southwick: Mr. President, I will try to simplify my question even further. If the words "by a majority" are deleted by the proposed amendment of *Mr. Davenport*, and silence then

reigns as to what the numbers are needed to pass, does not *Robert's Rules* prescribe that a majority vote shall be counted in absence of another count?

President Harris: You have created a debate. We will have an answer for you in just a minute.

Parliamentarian Hugh Cannon: The basic answer is yes, except that a local association or a state association could adopt its own special rule which would be a deviation of *Robert's* because *Robert's* is in force only in those cases in which there is not a special rule.

So the answer is, If you take this out and have only *Robert's* it would be by majority vote. However, local and state associates would be able to adopt a special rule on their own.

President Harris: There is another matter that has come up. Let me answer *Mr. Pasteris* at Microphone 8, who is questioning the manner in which the ballots are being recounted. We are having to send and find out. As soon as we get the answer back here, we will tell you how they are being counted because we don't actually know. Do you wish to speak at Microphone 8, *Mr. Pasteris*? Microphone 8, please.

Joseph Pasteris (Illinois): Mr. Chairman, I would like to request that the ballots be counted in a different manner because if you have the same cards and you run them through the same machine, you are going to get the same results. I want to know if they are going to use a different procedure.

(*Vice-President McGuire* assumed the Chair at this time.)

Vice-President McGuire: *Mr. Pasteris*, the recount as it is currently taking place is being done on the machine. We are going to check with the Elections Committee on the feasibility of another manner, and we will report back to you as soon as possible.

Mr. Pasteris: May I respond?

Vice-President McGuire: Yes.

Mr. Pasteris: It's come to our attention that these machines have been used in Los Angeles County in the past and have been in error. When recounts have been requested they have been found to be in error from 50 to 2,000 votes different when they are counted by hand. I request that they be done in a different manner.

Vice-President McGuire: Thank you for that information. We will be responding to you as soon as possible. (Applause)

Mr. Pasteris: Then do I have assurances from the Chair that no recount procedure will take place until it is brought to the floor of this delegation in terms of a different procedure and that procedure will be reported to us?

Vice-President McGuire: Nothing will be reported in terms of results until we report back to you in terms of the feasibility of what can be done. *Mr. Pasteris*, you may respond.

Mr. Pasteris: In other words, what you are saying is that the ballots will not be recounted until we are told of the manner in which they are going to be recounted?

Vice-President McGuire: At this point, Joe, the facts are that the recount is under way and it is going to be completed by machine again. No results will be announced to the group from that recount until an alternate method of doing it is suggested—possibly a hand method as you mentioned. There will be no report back to the Assembly as far as this recount is concerned by machine until we have gone into the other routes.

Mr. Pasteris: Thank you, sir. (Applause)

Vice-President McGuire: The Chair recognizes Microphone 18, *Don Blakeslee* from Wyoming, speaking as an individual on a motion to suspend the rules. Microphone 18.

Don Blakeslee (Wyoming): Mr. Chairman, *Don Blakeslee*. NEA director from the state of Wyoming, speaking as an individual. I would move to suspend Rule 13, Section E, entitled "Runoff Elections," for the purpose of moving that the names of the top three candidates for president appear on the runoff ballot. I have a second at this microphone. (Loud applause)

Vice-President McGuire: All right, we have that motion. Is there a second?

. . . *Motion* was seconded by *Mr. Duke* of Idaho.

Vice-President McGuire: It has been moved and seconded to suspend Rule 13, Section E. This is not debatable. It takes a two-thirds vote to suspend this particular rule, so we will move right into calling the question.

For your information, the effect of passing this suspension of rules would be to cause the ballot that you would vote on tomorrow in the presidential race to contain the top three names rather than the top two names. Now this particular suspension was spoken of specifically for the presidential runoff and not for the other runoff election tomorrow.

Since this is not a debatable motion and since I think you understand the intent from the explanation, I am going to call the question. As many as are in favor of suspending Rule 13, Section E, please say Aye . . . opposed . . . I am going to ask for you to stand on this to look at it again. It is a critical matter, and we want to be sure on it. Once again we are going to have a division of the house by standing. If you will give your attention to this: the motion before you is to suspend Rule 13 E. As many as are in favor of suspending this rule please stand . . . opposed . . . *the motion has failed.*

The Chair recognizes Microphone 11, *Horace Tate* from Georgia, a question of privilege.

Horace Tate (Georgia): Mr. Chairman, I hope that I am in order, but I am very much concerned about this kind of procedure. I am wondering whether it is really in order to change or to attempt to change any rule in the midst of a procedure that is going on.

Vice-President McGuire: The Assembly has just spoken to not changing the rules at this time.

Mr. Tate: I understand that the Assembly has done that. I request at this time in the procedure, sir, that if in a situation like this someone wants to suspend the rules, the rules should be suspended before the fact and not after the fact. (Applause)

I would just hope that this would not occur again, Mr. Chairman. This is the only thing I am trying to get over.

Vice-President McGuire: Thank you. A roll call on the previous vote was requested. It is actually very much the vote that was just taken because it takes one-third to have a roll call and substantially more than one-third voted against suspending the rules by the division of the house. So I am going to rule this to be a dilatory motion at this point and move on to the next matter. (Applause)

That completes the items concerning the election motion that is before us, and I am going to turn the Chair back to the president for the resumption of the agenda.

(*President Harris* resumed the Chair at this time.)

President Harris: Now to get us back on target, we have before us *Alan Davenport's* amendment to Bylaw Number 10. Is there anyone wishing to speak further to this? At Microphone 5, from Texas, we have someone that wishes to speak.

Dan Kuehn (Texas): *Dan Kuehn* from Texas, speaking as an individual. On page 48 of our book is a definition of runoff elections. Near the bottom of the definition for runoff elections, it states that candidates are supposed to be listed in a descending order according to their number of votes and listing one more candidate than the number of positions to be filled.

Many of us in our state's vote for delegates coming to this convention were not informed that we could eliminate all the people on the ballot except one more than we needed. Had this definition of runoff elections been presented to us, we would not have had to vote over and over and over again. Because we would have listed only one more candidate on the ballot than we would have needed to have delegates.

I like the idea of keeping the majority vote in and I think if we would just add here to the definitions that we give then I think we would keep that type of vote—majority vote.

President Harris: Microphone 11, *Burt Vorce* from California, speaking as an individual.

Burt Vorce (California): *Burt Vorce*, California, as an individual. Point of order or clarification. As this appears on my green sheet, it is a motion to delete an entire section. I understood the spokesperson for this group to say that group was amenable to amendment, but I did not understand that there was a withdrawal of this motion to delete.

It seems to me that the motion to amend must come in the order of a substitute motion if the Chair would rule on this. We still have a motion before us to delete an entire section. Now we are going to amend to delete a part of that and then continue to delete the entire section. That is my point.

Parliamentarian Cannon: The confusion there is the fact that the main motion that is the proposed bylaw amendment is a simple deletion and what is being proposed now is a different type of amendment so we could call it a substitute amendment, which would only delete "by majority vote and," and leave everything else in. However, it is a proper amendment to be made from the floor in that it does reduce the overall effect of the proposed amendment.

President Harris: That brings us to Microphone 6, *Bob Williamson* from California, speaking as an individual.

Bob Williamson (California): Yes, Mr. Chairman. My question was directed to the amenders to the tenth amendment. I understand what they are trying to achieve. I think many

of us agree that we want to retain the secret ballot and we would like to discontinue the burden of a majority vote.

Would we not be able to substitute the word "plurality" instead of "majority" and then move on?

President Harris: I am going to ask the parliamentarian to speak to this.

Parliamentarian Cannon: I think the easiest way to approach this is to decide whether or not you want to keep the present rule, which requires a majority. We do, however, have a printed proposal that is on the green sheet that would do away with the majority vote, in which case you would have the flexibility to go with plurality or any other approach.

Now, the floor amendment by *Alan Davenport* would eliminate that deletion; I think the simplest way is for you either to vote for the floor amendment, which is the Davenport amendment, or to vote for the full deletion that is found in the printed green sheet.

President Harris: Okay, we have before us *Al Davenport's* amendment. Is your question answered, Microphone 6?

Mr. Williamson: Yes, Mr.Chairman, it is answered.

President Harris: And you are satisfied. Okay, do we have any other speakers on this? Microphone 2, *George Southwick*, Massachusetts, speaking as an individual.

George Southwick (Massachusetts): Thank you, Mr. President. I just heard the answer, but I am not sure still where we rest in light of the parliamentarian's determination that by striking "by majority," we revert to *Robert's Rules* unless a prescription is set in either state affiliate or local bylaws.

Therefore, I would like to amend *Mr. Davenport's* deletion by the substitution of the word *plurality* for *majority*. I have a second at Microphone 7.

President Harris: Microphone 7.

. . . Motion was seconded by *Robert Carter* of Massachusetts.

President Harris: Does either the maker of this amendment or the seconder wish to speak to it?

Mr. Williamson: Mr. President, I would be glad to speak to it.

President Harris: You may speak to it, please.

Mr. Williamson: Thank you very much. The effect of this substitute amendment would both protect the franchise that we have sought and would also empower efficient action on the part of the elections procedure to secure delegate representation.

With majority vote we might have many runoff ballots. With the plurality, the procedure is greatly simplified and yet each member of the NEA will have the opportunity to elect a delegate from its presence. It is feasible for us to use plurality vote and make it a matter of policy of the NEA in protection of the rights of all of our members. Thank you very much.

President Harris: We have before us the amendment to the amendment which would substitute the word *plurality* to *Mr. Davenport's* amendment rather than the word *majority*. Is there anyone else wishing to speak to this? At Microphone 14, we have *Ray Gran* of Indiana, speaking as an individual. Microphone 14.

Ray Gran (Indiana): Fellow delegates, one of the problems that I find with this kind of a motion is that with all the problems we have back home people say that NEA is dictating to us. Now we are trying to say that they can't have a majority vote, they must have a plurality. Why not just leave it like *Mr. Davenport* suggests in his motion? Why not let the locals and the states determine whether they want to have a majority or a plurality? I don't see any reason to dictate at this time. (Applause) I urge defeat of this amendment.

President Harris: At Microphone 15, from Florida, *Wallace Orr*.

Wallace Orr (Florida): Thank you, Mr. President. *Wallace Orr*, a delegate from Florida. I call for the previous question.

President Harris: The question is called for. We would be voting on just the amendment to the amendment which would substitute the word *plurality* for *majority*. All those in favor . . . opposed . . . *the motion is defeated*. We are back to *Mr. Davenport's* amendment as offered.

Does anyone wish to speak to it? Microphone 3, from Connecticut, *Bill Bell*.

Bill Bell (Connecticut): Mr. Chairman, I move to close debate. (Applause)

. . . *Motion* was seconded by *unidentified delegate*.

President Harris: All those in favor of closing debate . . . opposed . . . *debate is closed*.

The vote is on *Mr. Davenport's* amendment to Bylaw Amendment Number 10. All those in favor of *Mr. Davenport's* motion . . . opposed . . . *the amendment has passed*. (Applause)

Now Amendment Number 10 has been amended. We do not vote on the amendment at this time. Does anyone else wish to speak on this? Does *Dan Kuehn* of Texas wish to speak? Microphone 5, please.

Dan Kuehn (Texas): Before you go ahead I want you to read that section on page 48, and I want you to take a look at the results of today's presidential election. If that had been a vote for your one delegate, *John Ryor* would be your delegate. Now I am not speaking for John, but I am just pointing out that if you have ten people running for one delegate spot and you have a plurality that person can win 15 percent of the vote and be your delegate. Just keep that in mind.

President Harris: Microphone 17, *Donald Traxler* of Ohio.

Donald Traxler (Ohio): *Don Traxler*, speaking as an individual. May we have the amendment read as it will appear on the ballot?

President Harris: All right. If it remains as it has been amended, it would read as follows—the deletion marks that were at the beginning and the end of the section would both be removed and it would read:

> Election of delegates to the Representative Assembly shall be by secret ballot for each individual office.

And then the rest of it would remain the same:

> The NEA members within each membership group entitled to delegate allocations as set forth in the Constitution and the Bylaws shall be eligible to vote.

Is there anyone else who wishes to speak?

Mr. Traxler: Thank you.

President Harris: Microphone 12, *James MacRae* from Pennsylvania, speaking as an individual.

James MacRae (Pennsylvania): *Jim MacRae* from the Commonwealth of Pennsylvania. I have a great deal more confidence in the genius of the American teachers than some of you here seem to have. Some say it is rather difficult to do what the Constitution requires, but as the philosopher *Spinoza* once said, "All things excellent are as difficult as they are rare."

Just because they are difficult there is no reason why we shouldn't go ahead and do it and find easier ways to do it. Let's give this new Constitution a chance without, as I said this morning, digging up the seed every day to see if it is still growing.

President Harris: Microphone 9, from Tennessee, *Laurence Morgan*.

Laurence Morgan (Tennessee): *Laurence Morgan*, as an individual. I move to close debate. I have a second at this microphone.

President Harris: I will put the matter of closing debate. All those who wish to close debate on this item . . . opposed . . . *the debate is closed*. We will move to the next item.

Ms. Krause: Amendment—I am sorry.

President Harris: Okay, we have got to come back to our vice-president.

(*Vice-President McGuire* assumed the Chair at this time.)

Vice-President McGuire: The Chair recognizes *Joe Pasteris* at Microphone 8 on a point of order. Is there sound at Microphone 8? Could Microphone 8 be turned on, please? Move to Microphone 9 or another that you can get to quickly, please.

Joe Pasteris (Illinois): Mr. Chairman, first I have a matter here that is of great concern to us and I apologize to all the delegates assembled here, plus the Chair, for taking your time and your business. But this is extremely important, and I want to report it to you. I have to have something done about it.

Since the results of the elections have been reported, there have been a number of delegates that have come to me with signed statements indicating irregularities in the election procedure. I am sorry that it causes you any kind of inconvenience, but the facts are here and I would respectfully request that each candidate send representatives or themselves, preferably themselves, to a meeting with the Elections Committee to have these allegations looked into. I am only requesting that they be investigated.

Vice-President McGuire: Now your point is that you have signed allegations of irregularities?

Mr. Pasteris: Yes, from different people from different states. They were voluntarily submitted to me.

Vice-President McGuire: All right. On that particular basis, if you have them, certainly such

allegations should be considered and we have the Elections Committee for that purpose. If representatives of each of the candidates—the candidates themselves or their representatives—would report to the area near the stage, I will arrange for them to have a meeting with the Elections Committee to determine the disposition of these irregularities. Does that satisfy your concern?

Mr. Pasteris: Yes, and I would hope that you would call these people as witnesses in such a matter.

Vice-President McGuire: Yes. I think to begin with that the presentation of the allegations probably would be sufficient. Then these people who came in could testify if it gets to that particular point. But first of all I think we have to see the nature of the allegations. So would representatives of the four candidates please present themselves at this side of the stage as quickly as possible, and we will see that the Elections Committee meets with you.

Mr. Pasteris: Thank you, Mr. Chairman, and thank all of you for your patience. (Applause)

Vice-President McGuire: The Chair has a point of order at Microphone 11, *Horace Tate* of Georgia.

Horace Tate (Georgia): Again I want to ask a question. Is it not true that if people know about irregularities during an election, that those allegations should be lodged with the proper committee before the election and not after the election? (Applause)

Vice-President McGuire: Probably allegations should be brought as soon as they are noted, but in the case of this particular report we had a motion to receive the report of the Elections Committee, which was held in abeyance and not received because of a request for a recount. The recount has been granted. There can be problems with the recount being on exactly the same basis, which is by machine, or by a hand count. So in the Chair's opinion the ramifications of these allegations should be considered before we declare the results of that election and receive that report. So it is rather immaterial when they came in; they are all part of the whole package being considered in the recount.

The Chair recognizes Microphone 5, *Dennis Hull* of South Dakota, for a question of privilege. I see no one at that microphone. The Chair recognizes Microphone 11, *Rose Scott* of California, on a point of procedure. Microphone 11.

Rose Scott (California): *Rose Scott*, California, as an individual. My point of procedure is I would like to limit debate on the Bylaws alone to two arguments for and two against each one.

Vice-President McGuire: I am sorry, at this point we are just dealing with the elections matter and we will keep your point.

Ms. Scott: This has been in for some time.

Vice-President McGuire: I realize that it has, but we are dealing with another matter and yours will still have its point in line.

Ms. Scott: Thank you.

Vice-President McGuire: Any more? Microphone 11, *Horace Tate* of Georgia, on a point of order.

Horace Tate (Georgia): Mr. Chairman, again I am quite concerned. By his own admission the gentleman who lodged the allegations of a few minutes ago about the irregularities had also made the point that it had been reported to him that the voting machines that were used have been known to make discrepancies of from 10 to 2,000 votes. Again I would ask whether or not allegations about this kind of irregularities should not be made before the fact.

Mr. Chairman, what I am really asking is for a ruling from either the Chair or from the president that allegations of this nature will be made before the fact and not be made after the fact. (Applause)

Vice-President McGuire: The Chair has asked that these allegations be looked into. No decision has been made as to their relative merit, merely the fact that the candidates see what the allegations are and the Elections Committee have a chance to consider them. Such a meeting will be held at this time, and if the people are present the Elections Committee will handle that particular matter.

We will return to the regular agenda. All right. There is another point at Microphone 6, *Jim Barnes* of California, speaking as an individual, a question of privilege.

Jim Barnes (California): This is regarding some of the problems with the election. This is my first convention. I represent 41 NEA members in my own association plus a cluster. If there are three candidates in an election runoff, those 800-someodd votes that were voided could swing the election.

In order to get those 800 votes, this would give some state—I don't know if this is a state or whatever—but it would give this block of people tremendous power.

Vice-President McGuire: I am sorry, you got the microphone on a question of privilege and that is not a question but a statement. There being no further questions before us concerning the election—

Mr. Barnes: I beg your pardon, I thought that was a personal privilege. I wanted to speak about the word "unity." I have received lots of material about unity. To me this is not unity; to me this is more like conspiracy. (Rising applause)

Vice-President McGuire: The Chair recognizes Microphone 16, *William Breeding* of Georgia, on a question regarding the election. Microphone 16.

William Breeding (Georgia): Mr. Chairman, *William J. Breeding* of Georgia. I would want to ask a question inasmuch as certain irregularities have been registered and you seemingly have made a certain disposition of that to a person who will look into the legality of same or question the same.

I am asking, Who will be the determining parties as to whether these irregularities will be substantial? Will you give it back to the Representative Assembly or will the candidates and the Elections Committee determine this?

Vice-President McGuire: The answer to your question, *Mr. Breeding*, is this: The Elections Committee will hear this matter, they will make a recommendation to the Assembly, and the Assembly is the final authority on these allegations.

The Chair recognizes *Robert Carter* of Massachusetts for a point of order. Microphone 7.

Robert Carter (Massachusetts): Thank you very much. It is not often that we rise in a situation of this character, but certainly the beginning of some discretion might come in our minds that there was some deliberate action to deal with a legitimate election.

My point of order is, Mr. Chairman, that the Chair should use every means at its disposal to determine whether or not the voiding of over 800 ballots in this election was a deliberate action to subvert the election. (Applause)

Vice-President McGuire: The Elections Committee will be meeting now and will bring back a recommendation for your action as soon as it is possible for them to do so. Thank you. We will return to the agenda.

(*President Harris* resumed the Chair at this time.)

President Harris: At Microphone 11, the Chair recognizes *Rose Scott* of California to speak as an individual.

Rose Scott (California): Yes, Mr. President. I would move that we limit debate on the amendments only to two speeches for and two against each amendment. I have a second.

President Harris: Where is your second, please?

. . . *Motion* was seconded by *Evelyn Allen* of California.

President Harris: Do you wish to speak—no, I am sorry, it is not debatable. It would require a two-thirds vote. Now some people may interpret this as the same vote—the same motion—that was made this morning.

Ms. Scott: No, sir, this is only on the amendments.

President Harris: Right, and it is not debatable. Thank you. I will put the question as to whether or not we wish to limit debate on the Bylaws to two speakers for and two against. All in favor . . . opposed . . . *the motion has passed.* (Applause)

Madam Chairperson.

Ms. Krause: Amendment 11:

> To provide that the number of directors allocated to each state unit shall be determined by that unit's membership as related to a fixed ratio of the total NEA membership provided that each state unit shall be entitled to a minimum of one director.

I present it for your discussion.

President Harris: We have before us Amendment Number 11 for discussion. The Chair recognizes Microphone 14, *Alan Davenport* of New Jersey, speaking for the delegation and speaking for the motion.

Dorothy Dagon (New Jersey): *Dorothy Dagon* of New Jersey, speaking as an individual. This amendment was submitted to the 1974 Representative Assembly in Chicago in an effort to help streamline the governance of NEA.

In the debate between those who want a small Board and those who think the Board's growth should have no limits, this Number 11 presents a truly fair compromise position. It will establish a Board of at least 75 to 80 directors and will keep that size indefinitely. There will be at least one director from each state. It will give us a governance body that is representative without being unwieldy and responsible without being so costly. We urge your support.

President Harris: Microphone 14, *Billie Breaux* of Indiana, speaking for it.

Billie Breaux (Indiana): *Billie Breaux* of Indiana. We wish to call for a division of the house on the last one limiting debate to two for and two against.

President Harris: Okay. Her reference is to the motion dealing with limiting debate. She wants a standing vote. I am going to put it as follows: People who are in favor of limiting debate to two for and two against on the amendments please stand . . . opposed . . . *the motion has carried*.

We still have before us discussion on amendments to Amendment 11. Did *Mr. Davenport* wish to speak at Microphone 4? When I called on *Mr. Davenport*, *Ms. Dagon* spoke. Was she speaking for *Mr. Davenport*, or does he still wish to speak? Microphone 4. Cancel *Mr. Davenport*. Seeing no one else wishing to speak we will close the discussion on Item Number 11.

Ms. Krause: Amendment Number 12:

> To remove the requirement that after the first director additional directors from a state unit shall be elected by proportional representation by educational position.

I present it for your discussion.

President Harris: Does anyone wish to speak on Amendment Number 12? If there is no one wishing to speak, we will move to the next amendment.

Ms. Krause: Amendment Number 13:

> To change the requirement for ethnic minority representation on the Board of Directors to provide that at least half of the directors from multiple director states shall be from an ethnic minority group.

I present it for your discussion.

President Harris: The Chair recognizes Microphone 15, *Walter Swanson* of Florida, speaking as an individual and speaking for this amendment.

Walter Swanson (Florida): I have seen it said here that we do not need ethnic minority representation or guarantees or reporters or whatever you would like to say. Particularly after doing some checking I became upset about this, seeing that one of the great proponents—who even printed a book to that effect—has a 99 percent Caucasian delegation. Technically NEA records them as that.

Checking further, in essence they don't, but they have almost as embarrassing a number as Caucasians in their group. For such a group to propose that we do not need any guarantees, any quotas, any such things as that, disturbs me since I believe we don't need any either if, in fact, we don't need any.

But obviously New York does need something. It needs some help somewhere to get ethnic minority participation (applause) because by observation—as they will not tell you what they do have—by casual observation it is possible in most cases to tell black and white and it just isn't there. I am sorry.

President Harris: Microphone 2, *Adrian Beard* of Massachusetts, speaking as an individual.

Adrian Beard (Massachusetts): Mr. President, well, now, as he said, this is a very interesting situation. First off, let me make one thing very clear. I am appalled. This amendment is so blatant and so insidious in its purpose and so ruthless in its demands that it absolutely is incredible that this amendment has not been withdrawn by now.

I urge the Representative Assembly to vote against this amendment. We are the needy, not the greedy. (Applause)

President Harris: Microphone 6, *Stan Fossett* of Texas, speaking as an individual.

Stan Fossett (Texas): *Stan Fossett* of Texas. I am speaking against Amendment 13. I believe that we are unfortunately in need of having proportional representation. I wish too that it was not necessary to make such guarantees; however, I do not think it is necessary to guarantee that the minority be a majority.

If I read this amendment correctly it indicates at least one-half. When you take any delegation or any state which has an odd number other than one, that guarantees that state will have then a majority and there has to be a minority. When you take this as a total among the states, I believe you will have then a requirement that the majority is made up of the minority.

I could not think this is a one-man—one-vote rule. I do not think that this is what minority people would wish.

I might add that although I am not speaking for the Urban Education Association of Texas they did go on record as opposing this also.

President Harris: Microphone 14, *Pat Brown* of Texas, speaking against the amendment.

Pat Brown (Texas): The delegation at the caucus this morning took a position to oppose Amendment 13. It is felt that the present guarantees are now satisfactory.

President Harris: We will move to Item Number 14.

Ms. Krause: Amendment Number 14:

> To limit the number of Executive Committee members from any state to two members serving at the same time.

President Harris: Microphone 12, *Larry Coffin* from Vermont, speaking as an individual and speaking for the amendment.

Larry Coffin (Vermont): Fellow delegates, the supporters of this amendment would ask you to add this very minimal safeguard to our governance document.

The delegates to this Representative Assembly will always have the opportunity to select candidates on the basis of personal merit. But we would recognize that some state affiliates have an advantage in being able to frequently finance national candidates and support those candidates with large delegations of workers and voters.

This amendment is not meant as a move against any one state or any group of states, but rather it recognizes that each state is always in the minority. With only nine positions available on the Executive Committee, the broadest type of representation should be assured.

This proposal would limit the number of members from any state affiliate to two at any one time. Any state that cannot live with that type of requirement certainly doesn't have the interest of our national organization in mind.

This amendment will not stand in the way of our goal of achieving the best leadership for the NEA. But it will open up even more opportunities for qualified leaders from all states. I urge your support for Amendment 14. Thank you.

President Harris: I have no more requests for Amendment Number 14. We will move to the next item.

Ms. Krause: Amendment Number 15:

> To provide for a referendum of the entire membership as the highest level of governance with certain limitations: To make positions or policies so established not subject to reversal or modification for a period of two years.

I present it for your discussion.

President Harris: The Chair recognizes Microphone 5, *Judy Behnke* of Missouri, speaking for the delegation and speaking against the amendment.

Judy Behnke (Missouri): *Judy Behnke*, speaking for the Missouri delegation, encouraging you to vote against this amendment for the following reasons:

We as delegates are responsible people who have been elected by responsible people. If they are not happy with the policies we make at these legislative assemblies, they can simply not send us back the next year.

But more importantly let me point out to you the many facets by which a referendum can come about. One of those is that 25 locals, which is not very many, representing 10 percent of the united teaching profession membership, can call for a referendum. The projected cost of one of these referendums is a minimum of $245,000.

Can the NEA afford this? Is this a wise expenditure of our dues money? I think not. One or two or three referendums would totally wipe out money that could be spent in positive methods. We ask your support in voting against Amendment 15. Thank you.

President Harris: Microphone 10, *Beth Nelson* of Virginia, speaking for the delegation, speaking against the motion.

Beth Nelson (Virginia): We move in opposition to Amendment Number 15.

President Harris: We will move to the next item. We have had two against and zero for.

Ms. Krause: This item, or Amendment 15, is the last of the listed amendments to the Constitution which require a two-thirds vote.

I would like at this time to go back to Amendment 7, which is an amendment to the Constitution. Amendment 7 please:

> To eliminate the membership categories of paraprofessional and educational secretary: To provide for two categories of active membership (active professional and active supportive.)

I present it to you for your discussion.

President Harris: The Chair recognizes Microphone 3, *Perham Amsden* of Maine, speaking for the delegation, speaking for the amendment.

Perham Amsden (Maine): Thank you, Mr. President. *Perham Amsden*, speaking for the delegation. The Maine Teachers Association established a similar structure for Maine's nonteaching personnel. We have found that many of these people working with our teachers have learned of the benefits of our collective bargaining. They have learned our organization is effective in dealing with reluctant school boards.

The nonteaching personnel are seeking our assistance in negotiations, and where coordinated negotiations have occurred in our state they have proven to be exceedingly successful. Because of the wishes of the nonteaching personnel and their similar goals we have reacted to the pressure upon our local associations and our UniServ staff by providing active support or by giving them full rights to participate and to vote in our state organization.

Several locals already have and others are in the process of making changes in their own constitutions to provide full membership privileges to support personnel. There is no question in our minds but that all of us working at the building level must cooperate together on our welfare goals and on our working conditions.

We believe the adoption of this amendment paves the way for a national thrust to organize and coordinate a united effort among all workers in the schools. The day when we express professional snobbery against our coworkers is over or should be. We support Amendment Number 7 and would urge its adoption. (Applause)

President Harris: Microphone 2, *Herman Schauer* of California, speaking as an individual on a point of order.

Herman Schauer (California): Thank you, Mr. President. I would like to move for an amendment to a part of this amendment, specifically—

President Harris: I am going to have to call you out of order because you got it on a point of order.

Mr. Schauer: That is not what I requested. I requested to speak to make an amendment.

President Harris: All right, we will put you back in order then and let your name come up in the regular sequence please.

Mr. Schauer: Thank you.

President Harris: Microphone 11, *Burt Vorce* of California, speaking as an individual and speaking against the amendment.

Burt Vorce (California): *Burt Vorce* of California, speaking as an individual. I wrote my remarks during lunch. I began to see that there are others simply submitted by 50 delegates. However, I think what I have to say is significant.

By now the transparency of "submitted by 50 delegates" should be mirror clear. The respective determination of these delegates being unnamed to me, I urge them to continue to challenge me. However, I recall electing a group of competent people from California, as you did from your own home state, to something called ConCon. I recall how hard they worked. I recall accepting their recommendations.

Now I discover or sense a pattern of emasculation of the efforts of ConCon: Amendments 1, 2, 3, 4, 5, ad infinitum, have that aura. This one in particular, Number 7, would allow the truck driver who delivers to our cafeteria to share my NEA life membership and perhaps even make decisions about my classroom.

I think that is enough said. I urge you to vote No on this amendment and all others like it. (Applause)

President Harris: Microphone 2, *Herman Schauer* of California, speaking as an individual. It is not marked for or against. Microphone 2.

Herman Schauer (California): Thank you, Mr. President. I would like to make a motion to amend the amendment. Is that in order?

President Harris: Yes, it is.

Mr. Schauer: Thank you. Specifically this is Article 3—correction, Article 2, Bylaw 2-7 (b). It reads:

> Dues of staff and associate members—

President Harris: Just a minute. Are you on Bylaw Amendment Number 7?

Mr. Schauer: Yes, I am.

President Harris: Okay. You are going to have to direct us to it. Okay, we have it.

Mr. Schauer: Okay, I misstated it originally—it is Article 2 of Amendment 7, Bylaw 2-7 (b).

President Harris: We have it.

Mr. Schauer: "Dues of staff and associate members." I would like to move to amend this to include the following words after the word "members": "including substitute teachers, shall be one-half of the dues of active members," and I'd like to speak to it.

President Harris: Yes. I have to rule that out of order because it is not lessening the effect of what was proposed. It is actually strengthening the effect and would allow for the inclusion of a broader group, and so therefore it is out of order.

Mr. Schauer: Can I speak to the issue?

President Harris: You may speak to it, but you can't offer your amendment. You were next in line and therefore you may speak, but you can't offer the amendment.

Mr. Schauer: Thank you. It was my understanding after conversing with the Rules Committee that a substitute teacher fell in the category of active supportive member, meaning they would have to pay full NEA dues in order to belong to NEA. This is why I am trying to make this amendment. I am against that. Could the Rules Committee comment on that?

Ms. Krause: You are right in that we believe the substitutes would come under supportive members. The question I believe would be whether or not you are talking about full-time substitute because active membership usually applies to full-time employees.

President Harris: Microphone 2, do you have your answer?

Mr. Schauer: In my district there are many substitutes who are not full-time employees of the district. I am sure this is true anywhere. I feel that thousands of teachers without contracts are trying desperately to stay in the profession as substitute teachers in spite of personal economic hardships.

I know that in my own local and in CTA dues for substitute teachers are only one-half of regular dues. This in itself would make the new amendment inconsistent with local and state dues.

Ms. Krause: Sir, may I interrupt you?

Mr. Schauer: Yes.

Ms. Krause: I believe you will find your discussion is germane to the amendment to Bylaw Number 20 which we will take up soon.

Mr. Schauer: Okay.

Ms. Krause: I do not mean to cut you off, but it seems it would be better there.

President Harris: Microphone 8, *Woody Lee* of Illinois. I don't have any other information on it. Microphone 8. Could we have the sound on Microphone 8, please? I don't know who controls that, but evidently they are out to lunch. Microphone 8, would you try another microphone, please.

Woody Lee (Illinois): Thank you, *President Harris*. Speaking on behalf of the Illinois delegation, I move to postpone consideration of Amendment 7 until the 1976 RA. I have a second at Microphone 4.

President Harris: Microphone 4.

. . . *Motion* was seconded by *Frank Totten* of New York.

President Harris: Do either of you wish to speak to your motion to postpone until 1976? Microphone 9.

Mr. Lee: President Harris, I will yield my time to *Robert Oravetz* of Pennsylvania.

Robert Oravetz (Pennsylvania): *Robert Oravetz*, speaking in favor of the postponement until 1976. I am referring to the report of the current Task Force upon Organizing and Servicing Substitute, Part-Time, and Paraprofessional Personnel.

The report we have in our booklet was prepared by the task force and the recommendations were given with considerable reluctance because we could not, in the time available, complete the analysis of the problems pertaining to the various categories of membership.

The task force found the study to be extremely complex and to be one which certainly has significance. The deliberations of the task force regarding the specific options constantly raised a lot of new problems for exploration. These explorations frequently required us, especially during the early months of this year, to reassess conclusions that had been reached by the task force previously.

In short, the task force, in speaking for it, used the recommendations that we had made in our report, which did include the adoption of Amendment 7 to be premature. We feel that further work should be done before the NEA commits itself to a definitive decision regarding many of the points on this issue.

Accordingly, the recommendation of the task force is that our report be received as an in-

terim document; and, speaking directly to this amendment, that the amendment be postponed for consideration until 1976. Thank you.

President Harris: Microphone 4, *Frank Totten* of New Jersey.

Frank Totten (New Jersey): Thank you, Mr. President. Ladies and gentlemen, the Board of Directors concurs with the sentiment expressed by the previous speaker: to postpone for a year would give them time to further study the recommendations and the problems that are associated with this. To postpone would enable us to make a wise decision at that time. The Board does urge that you would vote to postpone.

President Harris: Microphone 2, *Herman Schauer* of California, speaking as an individual.

Herman Schauer (California): Thank you, Mr. President.

President Harris: On a point of information.

Mr. Schauer: Thank you, Mr. President. Before I left the microphone before, the Rules Committee said that the Amendment Number 20 was germane to the issue. I do not believe it is. Dues of such substitute members have to be assessed at the beginning of the year, when they don't know whether they are going to be working 50 percent of the time or not.

I think you are discouraging membership into NEA by substitutes. I would think that you would want to encourage it.

President Harris: Are you trying to propose some action?

Mr. Schauer: Yes, I originally tried to propose a motion to amend Amendment 7.

President Harris: When you proposed your amendment to Rule 7, I ruled it out of order because of the effect that it had upon what was being proposed. It was broadening it in its scope rather than diminishing it. Therefore, while we concurred with your rationale and your presentation, if you were dealing with that particular amendment, it would only be possible next year. That was the reason for ruling it out of order at this point. Now are you proposing some action in this place?

Mr. Schauer: I fail to see how it broadens the ability for a substitute teacher to become a member of NEA by doubling the dues that he would have to pay. If this amendment passes, substitute teachers will have to pay full NEA dues. If it doesn't, they will not.

President Harris: Again, we are agreed with that and that is before this body. This body would make a decision on it. I can understand from your rationale how you would vote on this. And—

Mr. Schauer: I will withdraw my comments until the present motion to delay this till next year is decided.

President Harris: Until which is decided?

Mr. Schauer: Do I understand correctly that there is a motion being considered to put this amendment off till next year?

Ms. Krause: That is right; there is a motion to postpone before the body at this time.

Mr. Schauer: I will delay any further comment until that is decided. (Applause)

President Harris: At Microphone 14, *William Sweet* of New York, speaking for the delegation on a point of order.

William Sweet (New York): Thank you, Mr. Chairman. It is to a point of clarification concerning a statement that was made earlier by the Elections Committee chairman. He used, I am sure not with malice aforethought, the terminology that a large segment of it had voided our ballots.

I wish to clarify that statement. We did not void our ballots, we chose our democratic right to abstain only in the voting for president. We voted in all other elections, and that is our right. We exercised it as good members of the NEA. Thank you. (Applause)

President Harris: Microphone 13, *Bill Nicholson* of Arizona, speaking as an individual. A point of information.

Bill Nicholson (Arizona): *Bill Nicholson* of Arizona. A point of information. A while ago a speaker presented to us the idea that ConCon was very important, but the membership of NEA in a mail ballot turned down ConCon. As members of the Representative Assembly I think we should keep that in mind. ConCon may have been good or bad, but the membership of NEA turned down the ConCon document. Thank you.

President Harris: Microphone 14, *Mary Jane Cheatham* of Arkansas, speaking as an individual.

Mary Jane Cheatham (Arkansas): Was not debate limited to two pro and two con and are not individuals only allowed two speeches in any one issue?

President Harris: That is correct.

Ms. Cheatham: I think that we have had two and two, and somebody has talked more than twice on an issue.

President Harris: We have had two for and none against and some points of information. Microphone 10, *Beth Nelson* of Virginia, speaking for the delegation and speaking against.

Beth Nelson (Virginia): The entire delegation of Virginia in caucus voted in opposition to Amendment 7. Section (c) causes a great deal of concern to that body.

President Harris: All right. The discussion is on the motion to postpone. Seeing no one else wishing to speak, I am going to call for the vote. All those interested in postponing this item . . . opposed . . . *the motion to postpone is carried.*

Ms. Krause: Amendments 16 through 39 deal with amendments to the Bylaws. As such they will require a majority vote. I will back up a little bit.

President Harris: Microphone 15, *Gary Duesberg* of New York, speaking for the delegation on Amendment 15. Microphone 15.

Gary Duesberg (New York): Mr. President, I realize that we are on Amendment 15 but I was at the mike to speak, I was here to speak on 15 at Microphone 15 and I was registered at the table as wanting to speak on 16, so if we can shift our thinking a bit I'd like to get back to the question of the membership referendum.

No one spoke in favor of the membership referendum. That referendum may look long and complicated. It is long, but it is not complicated or confusing. It is not confusing because the issue is so basic.

The omission of a membership referendum in the Constitution was a serious omission that is in need of correction at this Representative Assembly. My colleagues on the NEA Board often speak to the heavy responsibility of the Board of Directors in making decisions between conventions. Delegates to this convention refer to the importance and weight of the decisions arrived at by the RA.

Yet we all know that an organization that possesses the physical means to give its membership a direct voice in monumental decisions at critical moments has the overwhelming obligation to do so, and we must establish this highest level of governance at this convention.

The NEA Constitution and its revisions will not be complete until we adopt Amendment 15 providing for that referendum. Arguments of cost, feasibility, and expediency are all inappropriate when discussing the most basic right of membership.

Hopefully this organization will operate so smoothly and the issues will be so clear that we will not have to use the referendum very often. However, when the time is right and the issue is grave, we have the responsibility to go directly to the members and ask for their decision.

I am not asking you to support this because we have a referendum on the newest Constitution—I am asking you to support this because it is a just amendment and it is democratic. Thank you.

President Harris: All right, we will return to the chairperson of this committee.

Ms. Krause: Amendment 16:

> To deny active membership to individuals in educational work of a professional nature who serve in an administrative or supervisory capacity.

I present it to you for discussion.

President Harris: Microphone 4, *Jim Bondank* of New Jersey, speaking as an individual and speaking for the amendment.

Jim Bondank (New Jersey): Thank you, Mr. President. I'd like to urge the delegates of the NEA Assembly to support Amendment 16 very strongly. At one time, many of you veterans to the convention may know, the NEA Board of Directors was dominated by administrators, principals, superintendents, and the like. Nowadays I think it is very clear that these people are agents of public school management.

They are hired by school boards and as such owe their loyalty and fidelity to those boards that hire them. There is nothing wrong with this, but they are being put in the position of purging contract language of teachers. They advocate single-digit increases when we have double-digit inflation. And they are always known for opposing teacher strikes.

At this particular time I think it would be beneficial to teachers to delete the administrators from this organization and to make this an organization that is entirely devoted to teachers. We eliminated the administrator influence when they were thrown out of our bed in 1969, but they are still in the bedroom.

I would ask the delegates in this Assembly to file for a divorce in 1975 and eliminate them entirely. (Applause)

President Harris: At Microphone 9, *Leather Thompson, Jr.*, of Illinois, speaking as an individual and speaking against the amendment.

Leather Thompson, Jr. (Illinois): *Leather Thompson, Jr.*, from the state of Illinois, speaking as an individual against the motion, Amendment 16. Delegates, Amendment 16 must not pass because I feel it would affect all, or other, teachers throughout all the states throughout our country.

Those teachers may be in the classroom but they still have administrative capacity. If this amendment is passed, many people who hold administrative and supervisory positions will no longer be able to belong or be actively involved in the work of the professional association that is deeply involved in helping teachers and administrators. The professional association meets the need of all of our children because we are vitally concerned about them.

I strongly urge this delegation not to shut out those of us who are not directly involved in the classroom teaching but to defeat this amendment. Thank you. (Applause)

President Harris: Microphone 15, *Jim Thompson* of New York, speaking as an individual and speaking against.

Jim Thompson (New York): Thank you, Mr. President. I am *Jim Thompson* of New York. I am speaking as an individual, but with the support of my local delegation who represent all 550 teachers from a suburb and school district.

This amendment is poorly worded and divisive because it does not define a supervisor. I have been a member of NEA since 1956 and since 1961 I have also been a part-time department chairman. During this time I have been a building representative, a negotiator for grievance procedures and contracts, and at present am first vice-president of our local teachers' association.

During this time I have served as and have also always considered myself to be a full-time teacher, not as a supervisor or someone on another assignment. There are other people in this same position. They are also members of our Association. Some of these members work and provide leadership for our local, state, and national organization.

Because of his and other obvious reasons our superintendent has told the department chairmen that the administration expects them to break a strike if it occurs. If you don't defeat this you may be putting us and others out of the organization and into the hands of the administrative staff to be the ugly tools or scabs to try to break any strike or threatened strike of a teachers' organization.

This is a bad strategy during an economic crisis. Please defeat Amendment 16. Thank you for your attention. (Applause)

President Harris: Microphone 16, *Alan Borg* of New York, speaking as an individual and speaking for Amendment 16.

Alan Borg (New York): I would like to recommend your support of this amendment. I think it was said before by one of the other gentlemen that it is now time to find out whether we are a teacher organization or whether we are part teachers and part administrators.

I think it is also time that the administrators who do share jobs decide whether they should be teachers or administrators. I have spoken to several delegations where they have not been willing to talk against administrators because they have administrators in their organization. I think all teachers should be able to be free to say what they want to.

Therefore, I do urge that you vote positively on this amendment. Thank you.

President Harris: We have now had two speakers for and two against. I am going to move on to the next item. However, before I do I have several points of personal privilege. I am going to call on Microphone 15, *Wallace Orr* of Florida. Microphone 15.

Wallace Orr (Florida): Thank you, Mr. President. My concern has to do with the decorum of this convention. Standing Rule 4D on page 30 has to do with persons allowed to sit on the floor of this convention by identification being by badges. I have been observing, and there are quite a few people on the floor who are not delegates. I think that this is critical to all issues when you take votes, voice or standing, to have these people seated among the delegations.

Secondly, the standing rule has to do with no smoking on the floor of the Delegate Assembly and quite a few people are violating that rule. I would respectfully request the Chair to ask the delegate chairpersons to police their delegation to comply with the standing rules. Thank you. (Applause)

President Harris: At Microphone 16, *Jules Kolodny* of New York, on a point of personal privilege. I will call on Microphone 3, *Mary Alice Sargent*, question of personal privilege, speaking for the delegation.

Mary Alice Sargent (New Hampshire): *Mary Alice Sargent* of New Hampshire, speaking

for the delegation. As president of the New Hampshire Education Association and Timberlane region of our association, I have asked to be recognized so I may be allowed to speak on behalf of my colleagues and friends.

My purpose is to bring you an update of the Timberlane situation and to give recognition to all of those — the united teaching profession — who have given their time, energy, concern, and their dollars to aid the victims of the Timberlane tragedy. Because we have prepared these remarks for presentation at this time, we did not address ourselves to Amendment 6 this morning which relates to scabs. Let there be no mistake, New Hampshire and Timberlane support Amendment Number 6.

On June 30 operations at the local level at Timberlane closed. However, as of July 5th the Timberlane Education Association continues to exist by incorporation with, and direction of, the leadership of the New Hampshire Education Association. The purpose of this is to allow and to encourage the membership of unemployed striking Timberlane teachers in the united teaching profession and to ensure that no strikebreakers or organization of strikebreakers be allowed to affiliate with our state or national organization until a full and just settlement is reached in the Timberlane District.

It may appear to some of you that the Timberlane situation is a loss. Truly great personal and professional sacrifices have been made. Yet by all of us staying in this struggle substantial legal and legislative victories have been won in the state of New Hampshire. Of more value than these victories, however, is the victory that members of the united teaching profession share in not only by helping to maintain the professional dignity of the Timberlane striker, but also by sustaining their lives through the support of the national "Adopt a Teacher" program initiated by the immediate past president of Minnesota, *Mort Mondale*, and administered by *Chuck Holton* of the NEA staff.

Thousands of dollars in aid were given to Timberlane people, led by the New England state associations, from people all over the country engaged in this effort. It must be remembered that it was the dimes and dollars given by classroom teachers that made this program work.

Recognition must also be given to the NEA Executive Board who voted in November to advance funds for the Timberlane teachers to allow time for the "Adopt a Teacher" program to gain momentum.

Teacher leaders and professional staff people from New Hampshire, Massachusetts, Connecticut, Vermont, Rhode Island, Maine, Pennsylvania, and New York who were arrested for picketing with Timberlane teachers must also be remembered. They came not to defy the law but to prove that the law can work as well for teachers as it does for other citizens. This principle was upheld by the federal court.

Much history has been written in the Timberlane strike. But the Timberlane strike is not history. It will be alive as long as the movement toward teacher advocacy lives. Its final hour will never be realized until all of our efforts are realized. The spirit of the Timberlane strikers is alive and well because they know that our profession is truly united!

To you and to all of the teachers you represent they send you their gratitude and their love. Thank you.

President Harris: At Microphone 11, *Barbara Muntean*. It states here that she called in at 4:15 on a point of personal privilege. We apologize — we can't recognize those right away, we try to wait till we are finished with the item that is on the floor. But at Microphone 11.

Barbara Muntean (Georgia): Thank you. It is *Barbara Muntean* from Georgia.

President Harris: Very good. I am sorry.

Ms. Muntean: Mr. President, I did not call in at 4:15 on a point of personal privilege. I called in immediately after the vote was taken limiting the debate to two pro and two con. I wanted very much to speak against Amendment 16. Since I have been denied that privilege I just wanted this Representative Assembly to know that this is probably the second time today that Georgia has been left out, and I am upset about it.

Now last year Georgia became a unified state. From 1,300 NEA members, we brought 43,000 members to NEA, and I think we ought to be given a little bit of credit for that. (Applause)

And so, Mr. President, may I request of the people who man the telephones up there close to where you are standing that the next time Georgia calls in I certainly hope somebody somewhere will give her her due recognition. Thank you, Mr. President. (Applause)

President Harris: Certainly there is no desire to overlook anyone. I would simply remind you, however, we passed a procedural item which allows us to limit the speakers on each item to two for and two against. We just recently moved on to the next item after having four pre-

senters. There were ten who were not overlooked but who were automatically eliminated by the point of procedure that you established earlier. There will probably be a good many other people who will not get a chance at the microphone, but it is certainly no effort to exclude Georgia or any other state.

We will move on to 17, please.

Ms. Krause: Amendment 17:

> To remove the requirement that all-inclusive affiliates shall determine by secret ballot the educational positions eligible for membership.

I present it for your discussion.

President Harris: At Microphone 10 we have *Beth Nelson* of Virginia, speaking against the amendment.

Beth Nelson (Virginia): *Beth Nelson* of Virginia. The entire delegation voting in caucus voted against Amendment 17.

President Harris: If there is no one else wishing to speak we will move on to the next item.

Ms. Krause: Amendment 18:

> To remove the provision denying membership to an individual on a negotiating team representing a school board or a board of trustees of a higher education institution.

I present it for your discussion.

President Harris: Microphone 12, *Gary Reul* of Washington, speaking for the delegation.

Gary Reul (Washington): *Gary Reul*, speaking for the Washington delegation. This Item Number 18 was a very volatile issue on the floor of ConCon. At that time I really wondered, How can anyone believe that someone representing a school board could possibly be on parity with other members of NEA?

This person is an agent of the board, working for the board, thinking for the board. This person should not have the ability to be a voting member of either the local or the national association.

The Washington delegates request you to vote against Amendment Number 18. (Applause)

President Harris: At Microphone 4, *Evan Goldman* of New Jersey, speaking as an individual and speaking for the amendment.

Evan Goldman (New Jersey): Mr. President, my name is *Evan Goldman*, New Jersey, speaking for the amendment. We have done a lot of talking today about our profession and we consider ourselves the profession. I share that feeling very strongly.

However, we have been condemned by outsiders as being individuals that allow our profession to be governed by noneducators. The boards of education made up almost totally of noneducators are making the decisions as to what should be done, how it should be done, and what materials and what procedures should be used.

I feel very strongly that any teacher who takes the time and energy and effort to become a member of a board of education to work for education in that district should not be condemned but should be commended for the time above and beyond his teaching time that he puts in for education in those districts.

I am sure there are some rotten apples in the barrel, but all board member teachers should not be condemned by a few bad ones. I urge this membership to vote in favor of this amendment, and I urge this membership to applaud those teachers who take the time to work on boards of education to help move us forward. Thank you. (Applause)

President Harris: There are no more speakers wishing to speak on this item and we will move to the next. Oh . . . I see Microphone 3.

Robert Brielmaier (Michigan): *Robert Brielmaier* of Michigan, speaking as an individual. I am afraid we are getting neurotic here about other people in our organization. I am not worried about having a great number of people who are related to education in our organization, as long as we guarantee that the classroom teacher can control the organization.

There are numerous provisions in our Constitution and numerous provisions in the Bylaws to guarantee that the classroom teacher will control this organization. I think we should be happy to have members of the boards of education in this organization as long as they don't control it. So I urge you to vote Yes on Amendment Number 18.

President Harris: If there are no further speakers we will move to the next item.

Ms. Krause: Amendment Number 19:

> To establish NEA dues for active members at $35 yearly beginning with the 1976-77 membership and fiscal year.

I will note that this amendment was introduced by the Bylaws and Rules Committee at the request of the Board of Directors. Under the procedure outlined in the Constitution, Article IX, 5(a), the Board has asked to have this withdrawn. The request was submitted to the Bylaws and Rules Committee who by a majority vote have approved the request, and we are now asking that Amendment 19 be withdrawn.

President Harris: If there are no objections we will consider the item withdrawn. Would you move to the next item, please.

Ms. Krause: Amendment Number 20:

> To establish active membership dues for persons employed less than 50 percent of the normal schedule time at one-half of active dues.

I present it for your discussion.

President Harris: Microphone 12, *Jim Aucutt* of Washington, speaking for the delegation.

Jim Aucutt (Washington): *Jim Aucutt* of the state of Washington, speaking for the delegation for the purpose of an amendment. I wish to amend proposed Amendment Number 20 as follows: After the words "regularly employed for," insert the words "50 percent or;" after the word "less," delete the words "than 50 percent." It would then read:

> The membership fee for persons eligible for active membership for regularly employed for 50 percent or less of the normal schedule for full-time faculty members as verified by the local association shall be one-half of the active membership dues.

I have a second at this microphone.

. . . *Motion* was seconded by *Mr. Fuller* of Washington.

President Harris: I am going to have to rule this out of order for the same reason that was given to an earlier presenter. You actually increase, although slightly, the effect of this rather than diminish the effect, and to increase it is out of order.

Microphone 17, *Paul Lauter* of New York, speaking as an individual and speaking against.

Paul Lauter (New York): Mr. President, I rose before to ask a point of information about an earlier amendment, but I'd like to speak against this one at the same time if I may.

In our bargaining unit, about 30 in our own particular chapter of the potential membership are people who are called adjunct faculty. They are an increasing phenomenon in higher education. A friend of mine has three separate jobs. In one he is paid $600 for a course and in another $800 for a course and in one place he teaches two courses. These people need the protection that the NEA can give them, and they need the support that the NEA can give them.

But if we incorporate them into our bargaining unit, the result of it is that they pay in the course of a year something like 18 or 20 dollars of dues. The per capitas that we have to pay amount to about $105. So there is not a great impetus in other words to include these people, and they are precisely the people that we should be including.

The argument that is made against this amendment, that a full membership should be paid for by people who get full privileges, seems to me to miss the point of this, which is that in the time of economic recession when many people are out of work or are underemployed, it is the obligation of those of us fortunate enough to have full employment to maintain and protect the interests of those who don't have full employment and we should vote this down.

Mr. President, may I ask a point of information about Amendment Number 16?

President Harris: That would be out of order at this point.

Mr. Lauter: I was here at the microphone before the discussion on Amendment 16 closed; it is a vital point because we would like to know whether about a quarter of our membership is excluded by this so that we know how to vote on it.

President Harris: Well, due to the fact that we had two against and one for, if you are speaking for, it would make—

Mr. Lauter: I am not speaking for or against; it is a point of information.

President Harris: State your point.

Mr. Lauter: It is a question. In our bargaining unit there are individuals who are called nonteaching professionals. They are the director of housing, for example, or the director of student financial aid or the director of counseling. They are members of our bargaining unit. They pay dues to this organization and have done so for a while.

Now the question is this: Does Amendment Number 16, if passed, exclude them from full membership in the National Education Association? It is a serious matter from our point of

view since it involves about a quarter of our membership. By the way, it involves a certain or substantial number of members in other units as well.

Legal Counsel Chanin: The most likely answer to your question is yes, with one caveat. We generally would not make the determination based solely upon the title of the position. It would require some analysis and investigation of the actual function performed.

However, if the functions performed are of administrative or supervisory nature the answer to your question would be yes. Under that change that person would be ineligible for national membership.

Mr. Lauter: Thank you.

President Harris: At Microphone 6, *Baruch Kaelter*, speaking as an individual on a point of information.

Baruch Kaelter: Thank you, Mr. President. Mr. President, can you clarify what would be the status of substitute teachers under the provisions of this amendment, whether they would be accorded half dues since their service may be less than half time and since their salary is certainly less than half time?

President Harris: We will get an opinion . . . just a second.

Executive Secretary Herndon: A substitute teacher who worked less than 50 percent of the total work year for a teacher would be covered by this amendment as we read it.

Mr. Kaelter: Mr. President, how would one determine that if you are seeking membership of substitutes at the beginning of the school year and you do not know how long they are going to be working?

President Harris: A procedure would have to be worked out if this became the desire of this body.

Mr. Kaelter: Thank you.

President Harris: Microphone 11, from Georgia, *Barbara Muntean*.

Barbara Muntean (Georgia): Mr. President, I am going to have to teach you how to say my name. Seriously, *President Harris*, I would like to know, sir, if a motion to table would be in order and I'd like to speak to that if I may.

President Harris: You aren't going to like this.

Ms Muntean: Try me.

President Harris: I would have to rule a motion to table out of order because it would then deny this body an opportunity to vote on the amendment by secret ballot.

Ms. Muntean: Well, it seems to me, Mr. President —

President Harris: You may speak against the motion.

Ms. Muntean: Well, honey, while I have got the mike I sure would like to speak.

President Harris: Yes, you have the microphone; you may speak.

Ms. Muntean: Mr. President, thank you. It would seem to me that this amendment falls in the same category as Amendment Number 7, which was tabled a little earlier. My question would be, Why not table this one at this time and take them both up next year as a single category, because they certainly are along the same lines.

It would seem to me that would be the smart thing for this Assembly to do because we sure have wasted an awful lot of time today. Thank you.

President Harris: *Ms. Muntean*, the earlier motion was postponed to a later time and will be voted upon next year. So delegates are not denied the right to vote upon it. But to table it would have the effect of killing it.

Ms. Muntean: Far be it from me to want to kill anything, so let's just postpone it. I will go along with that.

President Harris: All right, we missed a speaker on Item 18 earlier, we had only one person speaking against and this person wishes to speak against Amendment Number 18. He is *Peter Pitkin* from California. You have the floor, sir.

Peter Pitkin (California): Thank you, Mr. President. *Peter Pitkin* from California. I'd like to speak against Amendment 18. I have great empathy and appreciation for the members of the teaching profession for becoming politically involved and therefore becoming elected to board of trustees. However, it is my understanding of the NEA Constitution that state constitutions and local constitutions must conform with the national constitution. If you remove this provision of the present NEA Constitution, you will be opening membership in the local chapter level to the board's negotiating team. I don't want them there while I am making strategy at my chapter level to fight them. I don't want to have them sitting there listening to all my strategy. I strongly urge you to vote against this amendment. (Applause)

President Harris: Now I have a point of personal privilege that has been requested for Mi-

crophone 14, and the name is simply "Delegation from Indiana." It has to do with a complaint of too much motion on the floor. Does anyone wish to speak at Microphone 14 in Indiana?

Linc Record (Indiana): *Linc Record*, speaking as an individual, from Indiana. It is the feeling of many of the delegates here at our delegation that we are here to conduct business that is important; we cannot understand why so many of the individuals throughout the auditorium are parading around the auditorium when we are conducting business. We would like to request that those individuals return to their seats if possible. Also, if you are talking unnecessarily, please reduce that. Thank you. (Applause)

President Harris: I think we are ready for the next item, please.

Ms. Krause: Amendment Number 21:

> To provide for certain additional penalties for failure to transmit dues.

I submit it for your discussion.

President Harris: At Microphone 5 we have *Ruth Keeling* from Missouri, speaking for the delegation, speaking for the motion.

Ruth Keeling (Missouri): I am speaking for an amendment to the motion. The amendment will be placed in Microphone 10.

President Harris: Microphone 10.

Judy Behnke (Missouri): *Judy Behnke*, Missouri, speaking for the delegation. I wish to amend Amendment 21 by changing where it reads "70 percent" to read "66-2/3rds percent." I have a second at Microphone 13 and I'd like to speak to the motion after the second.

President Harris: Microphone 13.

Bernard Jacques (Colorado): *Bernard Jacques*, speaking for the Colorado Education Association. We would like to second the motion presented by Missouri.

President Harris: Okay.

Ms. Behnke: I'd like to yield to *Ruth Keeling* to speak to this motion.

Ruth Keeling: *Ruth Keeling*, speaking for the Missouri delegation. We concur very strongly in the purpose of this motion, and we ask for just a slight change for the following reasons.

If you read, it provides for 40 percent of the dues to be in by March 15. This means you would need to have all the dues up through the end of January. It leaves a month and a half to get those dues transmitted to the state and then to the national.

But when we go to the second part which talks about June 1st, the percentage jumps to 70 percent. Now we have a number of large locals in Missouri that are on a 12-month payroll deduction and you could not possibly have the May 31 dues transmitted to the state and then in turn have it transmitted to NEA and get through by June 1st. So we are asking this be reduced by three and a third percent down to 66-2/3rds.

We do not feel this will seriously affect the cash flow of NEA to reduce it by that amount. This would mean that all dues money up through April 30 would need to be transmitted to the state and in to NEA by June 1st. To those who say, This is the policy we are operating under at present so it ought to be all right, I would say merely this—we do operate under this policy at present, but it gives a leeway for the NEA staff person to make separate contracts with the various states that cannot meet this. This bylaw change would not permit any exceptions at all.

I also would make you aware of the fact that on May 31, 1975, there were 26 states that did not have 70 percent in to NEA. The seriousness of this, of course, is that you would lose your delegate spaces if either the state or the locals fail to get this money in. At this time when we are struggling to get more membership, I don't think we need this one additional deterrent.

So I would urge you to support the reduction of the 70 percent to 66-2/3rds percent. Thank you.

President Harris: Now we have additional speakers on the original amendment, but we have no one wishing to speak on the amendment to the amendment. Therefore, I am going to put the question on the amendment to the amendment.

All those in favor . . . opposed . . . *it has been amended*.

I recognize Microphone 1, *Theresa Reger* from Missouri, speaking for the delegation and speaking for the main motion. Microphone 1. All right, let's try Microphone 5, *Gunnar Brown* of Missouri. Microphone 5.

Gunnar Brown (Missouri): Mr. Chairman, I would like to speak for this amendment; now that we have the change there, that was all I was concerned about. Thank you very much.

President Harris: Seeing no one else wishing to speak we will move to the next item.

Ms. Krause: Amendment 22:

To remove the requirement that delegates to the NEA Representative Assembly from all-inclusive affiliates shall be on the basis of proportional representation by educational position.

I submit it for your discussion.

President Harris: The Chair recognizes Microphone 10, *Beth Nelson* of Virginia, speaking for the motion and speaking for her delegation.

Beth Nelson (Virginia): *Beth Nelson*, president of the Virginia Education Association. In caucus the Virginia delegation voted to support this amendment. The Virginia Education Association, an all-inclusive affiliate of NEA, finds the last sentence in Section (a) of Bylaw 3, Section 3-1(a) a divisive and unnecessary restriction.

Educators in Virginia insist that they should have the right to elect any one of their members to represent them. Teachers in the 1974 Delegate Assembly of the Virginia Education Association, a distinct majority, indicated that they do not need nor do they want this requirement imposed upon them. Thank you.

President Harris: Microphone 1, *Kathleen Orrison* of Indiana, speaking as an individual on a point of information.

Kathleen Orrison (Indiana): Could you please clarify the intent of this amendment?

President Harris: Would the chairman of the committee speak?

Ms. Krause: It would appear that it would remove the obligation of all-inclusive affiliates, both state and local, to elect their NEA delegates from various groups represented in their local, as we do now, on a proportional basis.

In other words, I am saying that under our present regulations or present requirement, my local is an all-inclusive; therefore it is necessary for us, when we are voting on NEA delegates, to provide candidates from administration, from secondary teachers, from elementary teachers, and on.

It would seem to me that if this amendment passes, it would remove that category obligation and permit us to elect whomever we please from our membership.

President Harris: Microphone 6, *Stan Foskett* of Texas, speaking as an individual, wishing to amend.

Stan Foskett (Texas): *Stan Foskett* of Texas. I move that Amendment 22 be amended as follows: Remove the brackets of deletion and amend the last sentence by adding the words "having more than three delegates" after the word "affiliates." The last sentence would then read:

Representation from state and local affiliates having more than three delegates which provide all-inclusive membership shall—et cetera.

I have a second at Microphone 5, and I would like to speak to it.

President Harris: I am going to rule this out of order. It changes the proposed amendment from a simple deletion, and it adds a new provision and makes it broader in scope than the original amendment.

Mr. Foskett: It would seem that the intent would change it completely and decrease the effect. The effect of the amendment is to totally remove that requirement, whereas this amendment to the amendment would limit how much that removal occurs. That would seem to be a decrease and not an increase.

As a matter of fact, it is a compromise between the two opposing positions. It increases the pay.

President Harris: Okay, we are going to get a ruling on it and see. Okay, I am going to have to reverse my ruling. There had been a discussion on it previously, and I was misinformed, so your amendment would be in order.

Mr. Foskett: Thank you. My second is at Microphone 5. I would like to speak to it.

President Harris: You may speak. Microphone 5.

Motion was seconded by *Peggy Nelson* of Texas.

President Harris: Microphone 6.

Mr. Foskett: The reason I make this amendment is to try to decrease the effect and reduce some of the opposition to the change, particularly in Texas which recently unified. I feel the effects of this motion would be most detrimental to some of our efforts next year.

We have a number of units—and I am sure other states do too—which are not particularly large. If you remove this requirement or make this requirement so that you cannot, with only a

few delegates, permit one of them to be your administrators, then you have changed the opinion, at least within my local, that we consider most of our administrators educators. We do not want to be prohibited from permitting one of them in a very small unit to be a delegate.

Secondly, we also feel that we need the support of our administrators in seeking membership next year in view of our recent unification. We do not want to alienate that support by finding out that they are not going to have any help in our local because they can't be a delegate. We feel this is a compromise between those units that have enough membership to be able to proportionally divide their delegates and the units that cannot. We hope this amendment can pass and make it more reasonable. Thank you.

President Harris: Is there anyone else wishing to speak to the amendment? *Larry Yawn* of Texas, Microphone 6, wishing to speak against the amendment.

Larry Yawn (Texas): Thank you, Mr. President. *Larry Yawn* of Texas. I am speaking as an individual. I am speaking against the amendment to the amendment. This morning in the caucus the Texas delegates went on record opposed to the original Amendment 22 proposal.

It would seem that the amendment to the amendment that has been presented to you now does not change that position, and as an individual I would ask this delegate body to defeat the amendment to the amendment which is before you and then to oppose Amendment Number 22 also. Thank you, Mr. President. (Applause)

President Harris: I see no one else at the microphone. We have before us *Mr. Foskett's* amendment to the amendment. I am going to put the question. All those in favor . . . opposed . . . *the amendment is defeated.*

We are back to the original amendment. I will call on Microphone 15, *Ruby Gainer* of Florida, speaking as an individual and speaking for the main motion.

Ruby Gainer (Florida): *Ruby Gainer* of Florida. I would support such a motion knowing that it provides for real unity in our profession. It would eliminate all the provisions that would eliminate a person to represent the National Education Association because of that person's position, when that person's position would certainly mean that he was in education and that he was interested in working in education.

In this way we could use the talents of all the people in our associations. If these people merited the position of being a delegate, that they would not be denied because of the position that they hold.

Most people in administrative or other positions are there because of the quality of their performance. It's been because they have advanced themselves in many ways—they are still classroom teachers at heart or are classroom oriented.

I feel that a person and the organization, the all-inclusive organization, has a right to use all of its potential and to use all of its experience and knowledge. In this way all members would feel that they had representation and it would not be taxation without representation, but every member of that organization would have a right to represent the group.

This would certainly bring about a spirit of belonging on the part of members and bring us closer together as an organization. I feel that if persons merit being in the organization, they should have a right to represent it.

President Harris: Microphone 18, *Joe Reed* of Alabama, speaking as an individual on a point of order.

Joe Reed (Alabama): Yes, Mr. Chairman. I would like to know whether all states who are seated in this Assembly have paid their dues consistent with the Bylaws of this organization. On information and belief, I believe there are some states which are in arrears financially and I would like to know if you can find out for us.

President Harris: We will find out, and we will give you a report. Did you wish to make a special comment?

Ms. Krause: A number of requests are coming to the Bylaws and Rules Committee concerning the resumption of campaign activities. According to the standing rules, until this RA accepts the election report the election is still in progress. Therefore, campaigning cannot be resumed until that report is accepted.

President Harris: That completes the speakers on Item 22. We will move to Item 23 please.

Ms. Krause: Amendment Number 23:

> To remove the requirement that all-inclusive affiliates elect delegates to the NEA Representative Assembly and members on their governing bodies on the basis of proportional representation by education position.

I submit it for your discussion.

President Harris: Microphone 10, *Beth Nelson* of Virginia, speaking for the delegation and speaking for the motion.

Beth Nelson (Virginia): *Beth Nelson*, spokesperson for the Virginia delegation. In caucus the Virginia delegation voted to support this amendment for the same reasons they supported the previous amendment. Thank you.

President Harris: Microphone 15, *Bill Walker* of Arkansas, speaking as an individual and speaking against the amendment.

Bill Walker (Arkansas): *Bill Walker* from Arkansas, speaking as an individual against Amendment Number 23. We Arkansas members recently unified. Many of us in Arkansas are very proud of that fact. We are now in a transitional stage as several associations are and will be as a result of unification.

We are in a time of leadership training and we feel that we do need time to develop local leadership. Our association, as many, has been dominated for some time by nonteaching personnel and we desire to remain to be an all-inclusive association. Our people have overwhelmingly expressed that desire. To do that we will need time for leadership training. We called in for Amendment 23 to be defeated. Thank you.

President Harris: Microphone 11, *Mr. Jones* of Georgia, speaking as an individual, speaking for the main motion.

Nevin Jones (Georgia): *Nevin Jones* of Georgia, speaking as an individual. I rise to speak in support of Amendment 23 and I'd like to call your attention to several factors as to why.

Ladies and gentlemen, we have provided in this Constitution the secret ballot. Are we saying that we are not willing to exercise the secret ballot to elect those people that will represent us the way we want them to represent us, regardless of what position they hold?

I would call to your attention that there are a number of all-inclusive states in this nation, Georgia being one of them. We have resolutions that call for all-inclusiveness. I feel that we should have the right to vote for whomever we please. I think we are fully capable of voting for whomever we please. We are intelligent enough to do it. We don't need to come 3,000 miles to have somebody to tell us or advise us on who should represent us as delegates or on our governing board.

Another point: this procedure, as some people have already found out, is extremely complicated, it is costly, and if it is not impossible to implement, it certainly is difficult to implement. We are charging members for active dues, but we are saying to them "You don't have the same rights as the other members do."

It is like telling everybody in the school, "You can be on the football team and you can go out and sweat and bleed and have the tears and all, but when it comes time to play, we aren't going to let you play."

I think it is time we quit Mickey Mousing around. If this is going to be a national teacher association, let's make it a national teacher association. Let's don't try to have administrators think that we are just appeasing them—let's tell them, "We don't want you in here" and make it an NTA instead of NEA. (Applause)

President Harris: Microphone 11, *Burt Vorce* of California, speaking against the motion.

Burt Vorce (California): *Burt Vorce* of California, speaking as an individual. I respect the viewpoint of the gentleman from Georgia, particularly because I come from the San Diego Teachers Association which does not have any administrators in it and which has not had any administrators in it from its inception in 1918.

However, my position in San Diego is not the same position as other organizations in the state of California and I am sure throughout the nation. If you are a member of an all-inclusive group, it seems to me that if you support this deletion you are supporting the concepts of Amendments 1, 2, 3, 4, and 5, et cetera, which are reverse discrimination.

I speak against this motion because I believe it is discrimination against that administrator who may be in your association. Obviously he is a minority group. I think he deserves his voice. Thank you.

President Harris: We have had two for and two against. We will move to the next item.

Ms. Krause: Amendment Number 24:

> To remove the designation of the National Council of Bureau of Indian Affairs Educators as a state affiliate.

I submit it for your discussion.

President Harris: I am going to take care of an item that has come up. It is at Microphone 17, *Robert Ely* from North Carolina, and I am going to give him an opportunity to speak and then I will have to comment. Microphone 17.

Robert Ely (North Carolina): Thank you, Mr. President. *Robert Ely*, state of North Carolina, speaking as an individual. I would like to move that we adjourn.

President Harris: Now, here is our dilemma with an adjournment. We have another activity scheduled, of course, and so on . . . but we have to vote on these amendments in the morning. Some of them have not been discussed, and they are important. Yet if this body chose to recess and vote on them without discussing them all—you have had them for some time and I assume you have discussed them in your caucus groups, et cetera—it would be your choice.

Now those comments relate just to the amendments. There is one other complication and it has to do with the matter of the election . . . One man-one vote . . . and (applause) until we have the results of this we won't be able to proceed with the election in the morning.

So while his motion to recess is in order, I would suggest that you keep those things in mind as you vote. All those in favor . . . opposed . . . *the motion fails.*

There was a request for information from *Joe Reed.* We have that information now, and I am going to ask the executive secretary to give it please.

Executive Secretary Herndon: There were three states regarding which there was a question. Two of these states had paid significantly in excess of 70 percent of their total dues obligation to the NEA, but were slightly in arrears regarding the contract for scheduled payment which they had made with NEA.

A third state was technically in arrears because of the exchange of dollars between NEA and that state. The arrearage was a result of the dates on which transfers of accounts were made. Each of these situations was reported to the Credentials Committee. The Credentials Committee determined to seat the delegates representing those states.

President Harris: Relative to the Friendship Night that is planned for this evening, we do have word from the people in charge of that and they say something will start before you get there. Bylaw Amendment 24 next, please.

Ms. Krause: Mr. President, we did complete discussion on 24?

President Harris: No, we are just starting.

Ms. Krause: Okay, fine. Amendment 24, repeating it:

> To remove the designation of the National Council of Bureau of Indian Affairs Educators as a state affiliate.

President Harris: Microphone 1, *Carl Downing* of Oklahoma, speaking as an individual and speaking for the amendment.

Carl Downing (Oklahoma): As chairman of the First American Caucus I want to urge your support for this amendment. The original intent of this bylaw was to ensure adequate representation to an ethnic minority when, in fact, a large majority of BIA teachers are non-Indians, so it does not fulfill its original intent. I wish to urge you to vote for this amendment.

President Harris: Microphone 13, *Kenneth Allen* of Arizona, speaking for the delegation, speaking for the motion.

Kenneth Allen (Arizona): I'd like to thank our First American Caucus for making this clear. I think he has said sufficient. Please vote Yes on 24.

President Harris: We have several other speakers. They all have indicated that they wish to speak for the motion. We have no one requesting to speak against it. If that remains the case, we will move on to the next item.

Ms. Krause: Amendment Number 25:

> To establish as a standard for affiliation the guarantee for due process for members and affiliates.

I submit it for your discussion.

President Harris: There are no requests to speak; we will move to the next item.

Ms. Krause: Amendment Number 26:

> To remove the requirement that affiliates shall have the same membership and fiscal year as that of the NEA.

President Harris: Microphone 13, *Eleanor Dalton*, speaking as an individual. And I don't know whether she is for or against. Microphone 13.

Eleanor Dalton (Utah): *Eleanor Dalton*, speaking for the Utah delegation. Utah would like to go on record as supporting the Board of Trustees, the Board of Directors, in their recommendation to modify Amendment Number 26. I move the following deletion: In 8-7(f), in 8-11(f), and -13(h), delete the words "and fiscal." Therefore having those statements to read as: 8-7(f):

> The affiliate shall have the same membership year as that of the Association.

8-11(f) shall be the same. 8-13(h) shall read the same.

Utah does not feel at this time that we can be compatible with the fiscal year of NEA. Other states have indicated the same concern. We have others to speak for it.

President Harris: Microphone 2, *Mary Gilmore* of Massachusetts, speaking for the delegation, speaking for the amendment or for the main motion?

Mary Gilmore (Massachusetts): I would speak for the amendment as well. We urge support of the amendment given. We urge support not because we do not wish to cooperate with the NEA's desire to create fiscally responsible coordinating budget activities among affiliates, but because the present requirements could result in a hardship for the states and would grant no additional advantage to the NEA.

We have no disagreement with having the same membership year as the NEA and the Massachusetts delegation urges the adoption of the amendment.

President Harris: Microphone 17, *E. B. Palmer* of North Carolina, speaking as an individual, point of information.

E. B. Palmer (North Carolina): Mr. President, as chairman of the Official Black Caucus, I would like you to provide some information to us. Do we have any states or delegations that are not in compliance with the racial ratio representation?

President Harris: As soon as we get that information we will report that.

Mr. Palmer: Thank you.

President Harris: At Microphone 6, *Ralph Emch*, California, speaking as an individual on a point of information.

Ralph Emch (California): Mr. President, I failed to understand the need to have the fiscal year of affiliates the same as the fiscal year of NEA. The information I require is, Why in the first place was there a provision for having the fiscal year the same? Until I know that I won't know how to vote on this.

President Harris: Would *Ed Orsborn*, chairman of the Credentials Committee, come to the stage, please. I am going to try to get the rationale behind that, in just a second.

Executive Secretary Herndon: That has not been further defined by any official act of the governance bodies of the NEA. We have discussed it on several occasions. I am recounting my perception of those conversations. It has always been discussed in the context of requiring compatible reporting to the NEA, that the membership would have to be reported as though the fiscal year were compatible, that the dues would have to be transmitted as though the membership or the fiscal years were compatible. But that is not a formal final determination by any body of your governance.

President Harris: Microphone 6.

Mr. Emch: Is it in order for me to speak in favor of the proposed amendment? I originally brought a point of information. May I speak for or against?

President Harris: I didn't quite hear you, would you state that again, please?

Mr. Emch: I originally brought up a point of information. May I speak for or against the amendment?

President Harris: No, there are two other points of information ahead of you, and then we will place you back in order. At Microphone 6, *Gerald Turnoy* of California, speaking as an individual on a point of information.

Gerald Turnoy (California): No, Mr. President, I am on a point of personal privilege.

President Harris: All right, a point of personal privilege.

Mr. Turnoy: *President Harris*, ladies and gentlemen of the NEA convention: My name is *Gerald Turnoy*. I have been a member of the NEA not nearly as long as the very charming lady who gave that charming piece yesterday—17 years I have been in. I have to leave this evening and before I leave I wanted to have the opportunity of expressing either for the convention or for myself a request for a standing acclamation for the excellent job you have done in conducting this convention in spite of great personal activities during the course of this convention and also to compliment you on the work that you have done in the past year as president.

Those were the main points I wanted to make. Thank you very much. (Rising loud applause)

President Harris: We really don't have time for such foolishness as that. Thank you. Microphone 13, *Marilyn Woodall* of Kansas, speaking as an individual on a point of information.

Marilyn Woodall (Kansas): This is *Marilyn Woodall* from the Kansas delegation. I would like to have a question answered concerning the amendments that were given for 26.

As I read it and understand it, or as I heard it, she is amending the deletion, is that correct?

President Harris: Yes.

Ms. Woodall: Is there a necessity for amending deletions? She was changing the affiliate shall have, to shall be or see—Mr. President—

President Harris: For some reason or other, you folks aren't asking the questions to which we have answers.

Ms. Woodall: Mr. President, the delegate from Utah is here, and I will give the microphone over to her for this explanation.

President Harris: All right. I don't know where the person is that you are yielding to. No, you got it on a point of information. Let me go to the maker of the amendment, *Eleanor Dalton*, to see if we can determine what the intent of the maker of the amendment was.

Ms. Woodall: All right, I yield to the maker.

Ms. Dalton: We would like to have it read as such:

> The affiliate shall have the same membership year as that of the Association.

We would like to have the words "and fiscal" struck from that statement or those statements.

President Harris: But then for the final effect though—in other words, since all of this is being proposed as a deletion and you are amending the deletion, what would you want to have happen as far as the fiscal year was concerned?

Ms. Dalton: We would like to have it struck from it and have the rest of those statements left as is.

President Harris: That is okay. All right, then, that would have the effect of lessening the effect of the total deletion.

Ms. Dalton: Yes.

President Harris: That is in order and maybe provides an answer to the person who asked the question as to the intent. Microphone 6. Do you have further question?

Ralph Emch (California): I wanted to speak to the original amendment.

President Harris: The amendment to the amendment or the original amendment?

Mr. Emch: I'd like to speak against the amendment to the amendment.

President Harris: All right, that would be in order.

Mr. Emch: It would seem reasonable to me that the membership year and the fiscal year should be the same. Otherwise you would have a situation where members who had not paid dues would have certain privileges even though their dues were not paid.

So I would like to urge delegates to vote against this amendment to the amendment and ultimately vote against the original amendment.

President Harris: All right. Microphone 2, *Bill Newton* of Minnesota on a point of order.

Bill Newton (Minnesota): I believe the amender in making this motion has amended it up since it is an amendment by deletion; by changing that deletion you are amending it up. I challenge the Chair on that.

President Harris: If the advice that I have been given is correct, this would have less effect because instead of two requirements being deleted, one requirement would be deleted. The one requirement that would be deleted would be that an affiliate shall have the same fiscal year. The membership year would remain the same. Therefore it would lessen the effect because it would have one requirement instead of two.

Mr. Newton: You are not giving much weight to the qualities of the two different requirements.

President Harris: I don't think that is of any significance here. If both of the matters were deleted that would have a greater effect than if one were deleted, whether we had a three-to-one kind of a proportion or whatnot. I don't think that is pertinent to the question.

Mr. Newton: Okay, thank you.

President Harris: Microphone 2, *Nancy Hailey* of Massachusetts, a point of information.

Nancy Hailey (Massachusetts): Mr. President, my question is, When you have an amendment which is to delete and you delete from that deletion, does the effect not end up by

deleting the things you want to keep in? In other words, she has now deleted from the deletion the fiscal year. I think her intent was that the final result should take out the fiscal year and retain the membership year. But by amending instead of substituting, she has now deleted from the requirements for deletion the fiscal year, which would result in deleting the membership year and retaining the fiscal year, which is now the only one.

President Harris: I think maybe among other things, one matter that has added to the confusion was that this was originally explained by the maker of the amendment as a deletion of a deletion. The effect of it really is that on the ballot tomorrow, the ballot would read "To remove the requirement that an affiliate shall have the same fiscal year as that of the NEA."

Ms. Hailey: Fine, thank you very much.

President Harris: Now we still have before us this amendment. We have *Don Traxler* of Ohio at Microphone 17 who wishes to speak for the amendment.

Don Traxler (Ohio): *Don Traxler* here of Ohio, NEA Board of Directors, speaking as an individual. We had the problem in Ohio last year of going to a 14-month budget with 12 months of dues. We did have some problems, but we made it. Therefore I speak in favor of this amendment so that other states will not have to go through this same problem. Thank you.

President Harris: All right, Microphone 13, *William Scribner* of Arizona, and speaking as an individual.

William Scribner (Arizona): *William Scribner* of Arizona speaking. If I may, I have heard no second to this amendment to Amendment 26. If it is in order I will second this amendment.

President Harris: Well, that would be in order if we made an oversight. Do you wish to speak to it as the seconder?

Mr. Scribner: No, I think it's been adequately handled. I just wanted to put it in order.

President Harris: We have had two for and one against then. We have no more requests to speak against. I would like to put the amendment. All those in favor . . . opposed . . . *it has been amended*.

Is there further discussion on the original amendment? Microphone 4, *Frank Totten* of New Jersey, speaking as an individual and speaking for the main motion. Microphone 4.

Frank Totten (New Jersey): Mr. President, would you tell us what item we are on, please?

President Harris: I am sorry, I didn't hear you.

Mr. Totten: Are we on the main motion?

President Harris: Right, we are on the main motion as amended.

Mr. Totten: I favor it. Thank you.

President Harris: Microphone 14, *Ray Gran* of Indiana, speaking for the delegation and speaking for the main motion.

Ray Gran (Indiana): Thank you, Mr. President. Indiana is in favor of the motion as it now stands to maintain membership year. We were very much in favor of removing the fiscal year out of there. We urge support of the motion.

President Harris: All right, we have no one requesting to speak against. We have a long list of people wishing to speak for it, and I hope that lady from Georgia is not one of them! If there is no one wishing to speak against, we will move to the next item.

Ms. Krause: Before I do that I should again like to call to the delegates' attention that we are still receiving complaints at the Bylaws table of people in the hall wearing campaign buttons. In case you were out of the room when I made the former announcement, let me repeat it. Until the RA accepts the election report, the election is still in progress and no campaigning may be done. Please try to remember that.

We will move on to Amendment Number 27:

> To remove the requirement that state affiliates shall have the same membership and fiscal year as that of the Association.

I submit it for your discussion.

President Harris: No one wishing to speak on Item Number 27, I am going to ask *Mr. Orsborn* to make a report on the information that was asked earlier.

Ed Orsborn: This is *Ed Orsborn*, representing the Credentials Committee as chairman. The request for information, as I understand it, is relative to the ethnic minority representation of the delegates as seated on this floor. I can respond by chronology as to when the reports went out and when they were received in those states that respoaded in compliance.

In February of 1975 NEA requested that each affiliate identify the ethnic minority delegates at the time delegates were certified by the affiliate president. On June 16, 1975, the file of dele-

gates reported as of June 16 was analyzed for ethnic minority percentage. Out of 7,400 delegates—which of course is incomplete data at that point—those under the required percentage of ethnic minorities were so notified. Those states notified numbered 35. Based on the incomplete data at that time, those letters were sent out.

As of July 5th, 1975, responses have been received from 27 states. The final total is that eight states did not respond. That is the report.

President Harris: If there is no further question on it—thank you for that report—you will take the next item.

Ms. Krause: Amendment Number 28:

> To reduce the amount required in the operating reserve from "at least 35 percent" to "5 percent."

I submit it for your discussion.

President Harris: Microphone 13, *Maurice Swanson* of Kansas, NEA Board member.

Maurice Swanson (Kansas): I speak in favor of the amendment on the floor. There are two basic reasons I urge you to support this amendment.

First, it will be fiscally difficult to implement the 35 percent operating reserve in the trust in the time required without tragically impairing the services of NEA. Second, if we were a profit-making organization like Shell or IBM, then I would be in favor of having a large reserve. We are a member service-oriented organization, so to have an amount equal to 35 percent—which in the years that this will be implemented will be $50 million liquidity—in an operating reserve fund would be nothing short of heresy when the need is so great. Thank you.

President Harris: Microphone 9, *Richard Paul* of Oregon, speaking for the motion.

Richard Paul (Oregon): Mr. President and delegates, when the original proposal of 35 percent was submitted, the procedure for the collection of dues was very slow and there was an anticipated need for a very large reserve.

Today the dues collection process is refined. It is the contention of the Board that 5 percent of the budget in reserve is sufficient. From the proposed 1975-76 budget a 35 percent reserve would be in excess of $14 million. A 5 percent reserve would be in excess of $2 million. The difference would be $12 million. I urge the passage of Amendment Number 28 for only 5 percent.

President Harris: Microphone 4, *Kate Stilwell* of New Jersey, speaking for the delegation, speaking to amend.

Kate Stilwell (New Jersey): Thank you, *President Harris*. I wish to give my time to *Alan Davenport*.

President Harris: All right, *Mr. Davenport*.

Alan Davenport: Thank you, Mr. President. I would move an amendment to Amendment Number 28 to reduce the amount required in the operating reserve from "at least 35 percent" to "5 percent." I would like my motion to retain the phrase "at least," as follows:

Under Bylaw 11, General Finance, 11-3, General Fund, Section (c):

> The general fund shall provide an operating reserve for cash needs in an amount equal to at least—

Then delete only the "35," substitute the "5 percent of the annual budget for the previous fiscal year." The rest continues as it reads. I have a second at Microphone 9 and then I would like to speak to the motion.

President Harris: All right, let's have your second, please.

. . . *Motion* was seconded by *Bud Harrison* of Oregon.

President Harris: Now do you wish to speak to your motion? Do you wish to speak, Microphone 4?

Mr. Davenport: Yes, thank you, Mr. President. At present the Bylaws require that the General Fund must provide an operating reserve for cash needs in an amount equal to at least 35 percent of the annual budget of the previous fiscal year. I agree that this original amendment reduces the percentage required in the operating reserve and that is good, but it would decrease it to exactly 5 percent.

This should be amended to keep in the phrase "at least," so that the required percentage in the operating reserve is at least 5 percent instead of an exact 5 percent. The current goal of having a 35 percent operating reserve is admirable, but to meet this need by the time specified would require the NEA in the next several years to transfer into the bank large amounts of money now earmarked in the budget for providing services.

On the other hand, let's have a little flexibility and not limit ourselves to exactly the amount of 5 percent. We don't want to limit ourselves. If we did, it would say in the budget of $40 million that we would have to have exactly $200,000 in reserves. We couldn't have $210,000, we couldn't have $190,000. It would seem rather ridiculous to have another Bylaws amendment and go through this whole process again if you wanted to budget out 5.6 percent reserve, so I urge that the phrase "at least" be not deleted.

President Harris: No one else? There seems to be no one else wishing to speak on this item. So I am going to put the amendment. All those in favor . . . opposed . . . *the motion has been amended*.

Now we are ready for discussion to continue on the main motion. Microphone 10, *Miss Greenfield* of Virginia, speaking as an individual, point of information.

Yvonne Greenfield (Virginia): *Yvonne Greenfield*, speaking as an individual. I would like to ask the president a question on what he mentioned earlier. I understand that eight states have not answered on the question of ethnic minority. I would like to know in these circumstances how it is that they are sitting and voting if they have not satisfied us on such a basic issue. (Applause)

I would also like to point out the gentleman from Texas has been here from a long time before me and he also has a question.

President Harris: Would the presidential candidates come to the platform, candidates, and then we can proceed with what is being discussed here. All right, *Mr. Orsborn*.

Mr. Orsborn: I will respond to that question. The eight states that did not respond to our inquiry about ethnic minority are a matter of the record. The guidelines issued to the Credentials Committee by the Executive Board in April of 1975 state that in absence of challenges the Committee shall maintain the information record received from the affiliates regarding compliance with Bylaw 3-1(g).

The Credentials Committee shall respond to inquiries regarding Bylaw 3-1(g) at the time of its preliminary report to the Representative Assembly. There were no inquiries to that bylaw at that time.

President Harris: I want to clear up Item Number 28 because there is a long list of speakers on the matter that is being talked about. We have got Item Number 28 on the floor, and I'd like to clear that up. Then I will call on the rest of these points of information on that particular item. I have Microphone 10, *Dale Bulla* of Texas, speaking as an individual, speaking against Amendment Number 28.

Dale Bulla (Texas): Thank you, President Harris. *Dale Bulla* from Texas. I would like to move at this time to suspend the rules so that all of these items may be accepted so that there will be no further debate. In effect this would close debate on all of the rules and items listed on the sheet since we have had much time to discuss and we'd like to have some friendship this evening.

. . . *Motion* was seconded by *Mary Howard* of Virginia.

President Harris: This is in order if you'd like to suspend debate on the remainder of these items. It is not debatable. It takes a two-thirds vote. All those in favor . . . opposed . . . *motion is defeated*.

We have one candidate who hasn't come to the stage — all right, there's been a call for a division. It takes a two-thirds vote, remember. All those in favor of closing debate on the remainder of the items please stand . . . opposed . . . *the motion is defeated*. Please be seated.

There are no more speakers on 28. We have taken two for, there are none against. We will move to the next item.

Ms. Krause: Amendment Number 29.

To amend the schedule —

President Harris: I am sorry, I promised to take the additional points of personal privilege. At Microphone 18 we have *Joe Reed* of Alabama, speaking as an individual on a point of order.

Joe Reed (Alabama): Mr. President, in what way can one challenge the seating of the delegates who are not in compliance with the rules of this Assembly? I would like to challenge them.

President Harris: The proper time to have made that motion was when the Credentials Committee reported, and so the motion would be to reconsider the report of the Credentials Committee. It would take a simple majority.

Mr. Reed: Mr. President, without debating the question, we had no way of knowing that the Credentials Committee was involved in a cover-up. The Credentials Committee should have

eported to this Assembly that some states were out of compliance. We had no way of knowing that and the Credentials Committee were derelict in their duty for not saying there were some states not in compliance. (Applause)

President Harris: If you wish to move to reconsider, *Mr. Reed*—

Mr. Reed: I so move, Mr. President.

President Harris: Do you have a second?

Mr. Reed: I have a second at Microphone 18.

. . . *Motion* was seconded by *Mr. Smith* of Alabama.

President Harris: Do you wish to speak to your motion to reconsider?

Mr. Reed: Yes, Mr. President. Members of this Assembly, I urge that we would reconsider the Credentials Committee's report in light of the fact that the Credentials Committee failed to tell this Assembly that there were certain states not in compliance with the rules of this Assembly and there are some delegates who have voted who may not be allowed to vote. Therefore, I would urge that we reconsider the Credentials Committee report.

President Harris: Was there a second, and does the second wish to speak to it?

Mr. Reed: The second is on Microphone 18.

President Harris: Microphone 18.

James Smith: Mr. President, in Alabama we assume that games are played according to the rules. We further assume that those present who are involved in the game are informed as to what the rules are. Certainly we feel that we have been mistreated in having a committee to report out something and leave out a part of what we feel is incumbent upon that committee to report to us, so we could vote intelligently.

President Harris: Microphone 17, *E. B. Palmer* of North Carolina, speaking as an individual.

E. B. Palmer (North Carolina): Mr. President, speaking to the motion just presented by Mr. Reed, I urge this Assembly to vote for the reconsideration. By the admission of the chairman of the Credentials Committee himself, he has confessed presenting to this body incomplete information upon which they should act. For that reason I think we need to reconsider and when you vote reconsideration, I'd like to have the names of all eight states. (Applause)

President Harris: Microphone 16, *William Breeding* of Georgia, speaking as an individual.

William Breeding (Georgia): Mr. Chairman, *William Breeding* from Georgia, speaking as an individual. In connection with the request of identifying those eight states, I would also like to learn the percentage differential as far as what should be and what is as far as the seating of the delegation.

President Harris: All right. The debate should be on the motion to reconsider. If that motion should prevail, then your request for information would be in order at this point. Point of information from *Adrian Beard* of Massachusetts at Microphone Number 7. He is speaking as an individual.

Adrian Beard (Massachusetts): Mr. Chairman, *Adrian G. Beard* from Massachusetts, speaking as an individual. The Credentials Committee has not given us the straight truth. He did not tell us which eight states. I'd like to have that just told right out. He did not articulate to us what would be the procedure of the Credentials Committee once they have determined a state is not in compliance.

Now there are some states here who have complied with the minority ethnic requirement. They didn't want to do it but they did it. We have some states here who got out of that, and I think that is a little unfair. What is good for the goose ought to be good for the gander.

President Harris: A little bit fowl, but we will accept it! Microphone 10, *Yvonne Greenfield* of Virginia, speaking as an individual, point of information.

Yvonne Greenfield (Virginia): I understood the Credentials chairman to say as no inquiries were received they were allowed to be seated. I don't see how inquiries could be made because we didn't know eight weren't complying. I feel if we start out allowing eight states not to comply, what is the good of having any regulations in the Bylaws of doing anything at all? (Applause)

President Harris: Microphone 18, *James Smith* of Alabama, speaking as an individual, point of information. I am sorry, that one was out of order. That was on New Business Item 28. Going back to Microphone 17, *Mr. Etenmann* of Washington, speaking as an individual.

Walt Etenmann (Washington): When this came up I said to our delegation, "Consider me a minority; my mother tongue is German and my second tongue is English."

Aren't we making too much of this? First of all, we are human beings.

President Harris: Microphone Number 2, *Leon Wafer* of California, speaking as an individual, speaking for the motion on the floor. Microphone Number 2.

Leon Wafer (California): *Leon Wafer* from California, speaking in support of the motion to reconsider. It seems to me, as the lady who came before me said, What is the sense of having a regulation if you are not going to hold to it?

Secondly, it seems to me that one thing that I have observed, being this is my first time at a conference, it seems like we are going back a long ways. I taught history, Black history, and it reminds me of what happened following the Civil War: they gave a lot of minorities, particularly Black folks, some rights, and in some less than 20 years everything started to reverse. It seems to me that the kind of actions that happened here at this convention have some similarities to that.

It raised my suspicion whether or not this body is going to really stand behind their commitment to minority participation in the process. Right now, this body is on trial. What is really on trial is the commitment to the idea that you want to have a diversity of opinion from all sectors of this country.

And I really urge this body to move to reconsider the investigation of the motion on the floor. Thank you.

President Harris: Microphone 9, *Laurence Morgan* of Tennessee, speaking as an individual, point of order.

Laurence Morgan (Tennessee): It seems to me we are doing a lot of debate on a motion for reconsidering. I didn't know that we could have debate on those things. I'd be glad to be corrected if I am wrong.

President Harris: A motion to reconsider is debatable.

Mr. Morgan: Thank you.

President Harris: Microphone 18, *Dick Spinnatto* of Maryland, as an individual, point of information.

Dick Spinnatto (Maryland): I think the delegates here must be aware of this: what would be the implications of voting to reconsider? If we vote to reconsider and have the report again from the Credentials Committee, there are some very salient questions that have to be answered.

Does that mean that all action we have taken up to this point is void and we start all over again? Does it mean that all the actions we have taken up to now are okay, but the challenge takes place now and that we move along from here? I think somebody should give that information to this Assembly before the vote.

President Harris: I am going to ask our legal staff to speak to that, and it will take just a minute for the huddle.

Legal Counsel Chanin: My understanding of the question is, If the report is reconsidered and if some delegates are unseated following the reconsideration, does that in any way jeopardize the business that was done during their prior seating. The answer is, No, they were properly seated at the time. At the time they voted they were seated delegates. It would not be a retroactive effect. The reconsideration would unseat them for the future and would not jeopardize past business. (Applause)

President Harris: Microphone 18, *James Smith* of Alabama, speaking as an individual, point of information.

James Smith (Alabama): Mr. President, I am as battle-weary as everyone else here with you. I want us to understand also the implications of a No vote as opposed to a Yes vote. Am I correct in inferring from what you said that we cannot get the information on these states that failed to comply unless this motion is voted up? Am I correct?

President Harris: No, I don't think you are. I think your first question had to do with the implications of a No vote instead of a Yes vote. If there was a No vote we wouldn't reconsider the Credentials Committee's report. The second question has to do with whether or not that would eliminate the chance of getting information on the items—I don't believe it would. You could call for a point of information and ask whatever question you like.

Mr. Smith: Mr. President, why are we doing all of what we are doing now? You see the information was requested. This is the route you suggested we take. We would have been satisfied to get the information.

President Harris: These points of information are in order since points of information are always in order and delegates are entitled to that. However, on the matter of reconsideration, if there was no motion to reconsider there would be no opportunity to take action upon the basis

of any information that was received. Microphone 1, *Robert Carter* of Massachusetts, speaking as an individual.

Robert Carter (Massachusetts): Mr. President, *Robert Carter* from Massachusetts. I move the question. (Applause)

Mr. President, I have a second.

. . . *Motion* was seconded by *Evie Thomas* of Texas.

President Harris: The question is whether or not we close debate. It requires a two-thirds vote. All those in favor . . . opposed . . . *debate is closed*.

We have before us the motion to reconsider. All right, we are going to put the question. It requires a simple majority to pass. All those in favor . . . opposed . . . the Chair is in doubt. All those in favor please stand . . . opposed . . . *the motion was successful*. (Applause)

All right, may I have your attention, please? We have before us the motion to reconsider the Credentials report. The report will be made. There was a request for information, and I assume it will be included in the report. *Mr. Orsborn*.

Edward Orsborn: Thank you, *President Harris*. In this position one knows how it feels to be between the hard spot and the rock.

To answer the question, the eight states that I referred to earlier—those states are ones that did not respond out of the 35 that are not in compliance. Now the Bylaws are rather nebulous at this point, and I will explain again the chronology and the reason for the report being presented in this manner.

Uniquely the Constitution and Bylaws allow the ethnic minority question to be decided only by the Representative Assembly, not the Credentials Committee. The guidelines of April 1975 simply state that in the absence of challenges the Credentials Committee shall maintain the information. We do not have the power to challenge the ethnic minority seating but only to maintain those records.

The records maintained, as I indicated earlier, were that 35 states were not in compliance. They were so notified and request was made for the reasons why they were not able to meet those requirements. The Constitution and Bylaws refer to 3-1 (g) and I will read the quote exactly:

"In cooperation with its local affiliates, each state affiliate shall ensure that whenever possible, the total state and local unit delegation to the Representative Assembly shall reflect these ethnic minority populations. If a state or local affiliate fails to comply with this provision, the Representative Assembly may refuse to seat its delegation."

So, let me repeat, there are 35 states that were unable to meet and comply with that bylaw, of which eight finally were unable to explain. If you wish, and I think it is necessary, I will simply read the list of the names of the eight: Alaska, Arizona, Idaho, Montana, New Hampshire, Ohio, Oklahoma, and Wyoming. I hope that answers that is for information.

President Harris: The report is before you for discussion, debate, amendment, or whatever action you may wish to take. It has been moved and seconded. Microphone 11, *Ron Avery* of California speaking as an individual on a question of privilege.

Ronald Avery (California): Mr. President, I wondered during the last hour whether what we were voting on discussing and making amendments to was legal. I don't think according to *Robert's Rules of Order* that we have a quorum.

President Harris: I would rule that we do have a quorum. The requirement is that we have half of the people registered.

Mr. Avery: It sure doesn't look that way.

President Harris: Microphone 18, *Joe Reed* of Alabama.

Joe L. Reed: Mr. President, I noticed only eight names were called. I believe according to the report there are 35 out of compliance. They simply called the eight names that didn't respond. I would like to know the other states that did not respond, the other 27. There were 27 out of compliance that were not called.

Mr. Orsborn: Thank you. I will be happy to respond. The states that were requested to reply for noncompliance were Alaska, Arizona, California, Colorado, Connecticut, Delaware, Florida, Georgia, Idaho, Illinois, Indiana, Kansas, Maine, Massachusetts, Michigan, Montana, Missouri, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Texas, Rhode Island, Utah, Vermont, Virginia, Washington, and Wyoming.

President Harris: This could end up being the first convention of NEA that is held in a telephone booth! Microphone 18.

Joe Reed (Alabama): Speaking as an individual, I move that those states that are not in compliance be denied further participation in this Assembly. I have a second.

. . . *Motion* was seconded by *James Smith* of Alabama.

President Harris: Do you wish to speak, *Mr. Reed?*

Mr. Reed: We in Alabama believe in complying with the law. (Applause)

I believe this country is tired of law violators. We just got rid of a President and a Vice-President who violated the law. Unless these states who are seated can give adequate and sound reasons for why they are not in compliance, then I urge those who remain and who are in compliance to unseat them. (Applause)

President Harris: May I have your attention, please. May I have your attention? I would like to read the section of the Bylaws that would affect this motion and then I want to make a ruling. It is found on page 106 of the Bylaws, Article 3-1, and it has to do with the allocation of delegates. It reads as follows:

"Allocation of ethnic-minority representation shall be at least equal to the proportion of identified ethnic-minority populations within the state. In cooperation with its local affiliates, each state affiliate shall insure that whenever possible, the total state and local unit delegation to the Representative Assembly shall reflect these ethnic-minority populations. If a state or local affiliate fails to comply with this provision, the Representative Assembly may refuse to seat its delegation."

Now there is no mandatory obligation stated here, and it simply states "whenever possible." It is also on page 107 in the convention booklet. It is the third paragraph from the top, item (g), "allocation of ethnic-minority representation . . ." which reads as I just stated.

It states finally that the Assembly shall reflect these ethnic-minority representations. If a state or local affiliate fails to comply with this provision, the Representative Assembly may refuse to seat its delegation. It places no mandatory obligation upon the Committee, and on the basis of this I am going to rule the motion out of order because it assumes that it is a mandatory requirement. (Applause)

Is there any further discussion on the Credentials report? Microphone 17, *E. B. Palmer,* speaking as an individual.

E. B. Palmer: Mr. President, I'd like to challenge the Chair's ruling. (Applause)

The Chair distinctly read that the Representative Assembly may refuse to seat, and that is interpreted in the Constitution which we have as the right then to have a motion not to seat. The Chair cannot deny us that privilege when the Constitution gives it to us. (Applause)

Mr. President, I'd like to raise with you a question of order. If the Representative Assembly is permitted to exercise its constitutional right and vote not to seat a delegation, are you going to identify those delegations that do not have the right to vote on their being seated?

President Harris: My procedure at this point would be to put your challenge to this body to see if the Chair should be sustained. If the Chair was not sustained, then we'd have to make a determination at that point.

The Chair has ruled this out of order. The Chair has been challenged. The question is, Shall the ruling of the Chair be sustained? All those in favor . . . opposed . . . *the Chair has been sustained.*

We have before us the report of the Credentials Committee. We have *Mr. Rich* at Microphone 18 from Maryland, speaking as an individual, on a point of information.

(Lady asked which one was going to be allowed to speak.)

President Harris: I called on *Mr. Rich.*

Toby Rich (Maryland): Okay, to which item do you wish to refer?

President Harris: State them, please.

Mr. Rich: Pardon?

President Harris: You have the floor, sir.

Mr. Rich: I have two things. One is to suspend the rules and the other one is to have the Credentials report. Is it the point of inquiry that you are concerned with now?

President Harris: We have before us the report of the Credentials Committee. The house voted to reconsider it, and it is open for whatever action you want.

Mr. Rich: My question was, Did this body adopt or receive the Credentials report originally?

President Harris: We adopted it.

Mr. Rich: We adopted it? Earlier in the session, not today—

President Harris: Yes.

Mr. Rich: It was done yesterday during the first session. Was it received or adopted?

President Harris: We adopted it. All right. Now we have a request for a roll call vote on the appeal. So we are going to—it takes only a third to bring about a roll call vote. All those in favor . . . opposed . . . *the request for a roll call is defeated.*

Microphone 13, *Lauri Wynn* of Wisconsin, speaking for the delegation, a point of order. Microphone 13.

Lauri Wynn (Wisconsin): *Lauri Wynn,* speaking for the Wisconsin delegation. I am very proud to come from Wisconsin that has fulfilled its requirements even though there were times when we bled all over ourselves. (Applause)

Mr. President, my inquiry is this: the information has been offered to this body of the states that did not comply. There are some states that sent in the information, and that was incorrect. However, the information that has been offered has been responded to in such a manner that leads me to believe that the Constitution is a farce. Is that true, Mr. President?

President Harris: I would certainly hope not.

Ms. Wynn: I am sorry, I didn't hear you.

President Harris: That is not true.

Ms. Wynn: Then do the various points mean that when an item comes before this body that says "may," it will not be ordered?

President Harris: I didn't hear the last part.

Ms. Wynn: Does the "may" that appears throughout the Constitution mean that when an item comes before this Constitution that this body will not act upon it? Does the word "may"—

President Harris: No, it doesn't mean that this body would not act upon it.

Ms. Wynn: Then, Mr. President, and understand now I personally believe that the individuals that have not complied with the standards ought to be here, I think that they have had an opportunity today to understand how uncomfortable it is to sit there and know that you do not comply. That in itself is very beneficial.

I am willing to move past that point. However, I am very interested in knowing now—because I think New York's position is becoming very interesting. If this body is saying at this point that we have all gone through the Mickey Mouse manners of seeing that we can comply and have written in nice notes saying why "we" could not—many of them I know them to be true because in Wisconsin we had to scratch to find a number of us but we found it. (Applause)

Does it mean, Mr. President, that at the next Representative Assembly that we will receive a more detailed report of how states have extended themselves in order to recruit and to make sure that they run for election and have the opportunity to be elected individuals so that they can comply?

President Harris: I think that request is certainly in order, and if I am president I will show you that it happens.

Ms. Wynn: Mr. President, it would take a president with rigor mortis not to. Mr. President, just let me say this in closing. I think that the delegates from Alabama and other states that really worked very hard to try to comply have a great deal of concern, and I am sure that people who are seated now in delegations that did not understand why they did not and they may be very positive or very negative once, but I think we have gone to a point where we have said a great many things we wanted to do. We have written them all down. I think if we come back next year and we are not able to do what we've said, I am going to find myself voting with New York—and that is really going to bother me. (Applause)

President Harris: Yes, ma'am. Microphone 11, *Richard Moore* of California, speaking as an individual on a point of information.

Richard Moore (California): My question has to do with the 27 that responded to the Committee's letter. My question is, What did they say to satisfy the Committee? What did they say that satisfies us? Do they, in fact, now comply with the ethnic-minority representation business? Thank you.

President Harris: I am sorry, the chairperson did not hear your question and will respond to it if you will repeat it.

Mr. Moore: Okay. My question is this: There were 27 states that replied to the letter. What did they say that satisfied the Committee, if in fact they did satisfy the Committee? May we hear what they said so we may know if it satisfies us, so that we may know what it is that you can say that gets you out of complying with what we said you should comply with? In fact, why didn't they comply?

Mr. Orsborn: Thank you. In answer to your question, some of those 27 states that did reply said they were unable to meet the compliance and at that date it was impossible to ascertain whether they would be able to make it by this time or not.

Let me remind you that the adjustments were running before closing at nearly 25 percent. The only accurate way this Representative Assembly can accurately determine the number of ethnic minority members in each state delegation is to take a physical head count at this time. Those figures that we gave you and for which we sent letters of inquiry to the 27 states were based on some 7,400 preregistration delegate responses.

President Harris: The point that I want to add to what has just been said is this: the majority of the discussion that has followed the ruling that I made which was challenged has focused upon the word "may" as if it meant you may or may not or whether or not that was a mandatory word. That is not where the burden of the discussion should have been. Should there have been a head count at the time of registration, I think we would still be at the place where the Bylaws require. The Bylaws use the words "whenever possible." Some fact finding would be required to see what kinds of energies had been exerted in an effort to achieve those goals. A ruling based upon the efforts to comply would have had to have been made, not solely whether or not there was compliance.

The Bylaw certainly does not present the word "may" as a choice kind of situation for the state to abide by or not to abide by.

Microphone 2, *Consuelo Nieto*, California, point of information.

Consuelo Nieto (California): I am here speaking also as a member of the Official Chicano Caucus. My point of information is this: I am from a state that was listed as being among the 35. I am working with Chicanos and Chicanos from this state who wanted to be delegates to this convention but who were not able to be selected to be delegates to this convention.

My question is this: I do not want to come back to this convention next year to discuss what has been. I am concerned about problem solving. I want to say that the NEA means what it says. If it does, what then is the recourse of minority persons who are active members of their associations who want to come to the convention, who wish to be chosen—what is our recourse?

President Harris: Well, certainly challenges can be launched. Again, I would point out that the word "may" does not mean that a state has the right to ignore the mandate of the Bylaw. When a challenge has been launched, then that would cause to bring about some fact finding, et cetera, and then a course of action would be decided upon that basis.

I am totally sympathetic with what is being said. Our efforts must be to bring into the mainstream of what education is all about in our Association those people who have been systematically overlooked, as was pointed out by one of our speakers earlier.

This organization stands heads and shoulders above any other organization that I have ever heard described in its efforts to see to it that that kind of thing has been done. The problems have not been solved but certainly we are working at them. (Applause)

We have some 50 requests for points of information. I can't deny those, but I wish that we would give consideration to the time element—the other activities that are planned, the remainder of the business items that we have left to do, and the other items that must be done today if we meet the requirements of our Bylaws and Rules to list the New Business Items, et cetera.

With that in mind, Microphone 4, *Terry Stimson* of Alaska, point of personal privilege. Here is your opportunity to be a hero!

Terry Stimson (Alaska): *Terry Stimson*, speaking for the Alaskan delegation. I want to clarify that we stand guilty without a trial at this point. It is very unfortunate. I apologize for the terrible confusion, but I assure you Alaska does comply with the ethnic minority guarantees—7 of our 34 delegates are ethnic minorities. Thank you. (Applause)

President Harris: Microphone 18, *Mr. Joe Reed* of Alabama, speaking as an individual, a point of order.

Joe Reed (Alabama): Mr. President, *Joe Reed* of Alabama, speaking as an individual. Will you please tell me where we are now? Are we voting on my motion to challenge the delegates who are not in compliance? I really want to know.

President Harris: The Chair was sustained, and that matter was cleared up. We have before us the report of the Credentials Committee. Until that is acted upon, other business items would be out of order. We have before us the report of the Credentials Committee.

Mr. Reed: Mr. President, what are we doing with the Credentials Committee report? If we

were challenging the report and the Chair was sustained, I am at a loss as to figure out what we are now doing. Are we to reject the report—I assume we will, but just where are we?

President Harris: Once again, *Mr. Reed*, we have before us the report of this Committee. If we should accept the report of this Committee, we would then receive the report of the Elections Committee and proceed with other items that just must come before the house. If we should wish to continue further the discussion of the Committee's report, the discussion would continue. If we rejected the report of the Committee, we could amend it and finally get it in shape where we could accept so we can proceed with business. Until that is accepted in whatever form you put it in, that is the item before the house.

Microphone 16, *Daniel Yelton* of Kentucky, speaking as an individual regarding the question of the challenge.

Daniel Yelton (Kentucky): *Daniel Yelton*, speaking as an individual. I think before we can accept this report of the Credentials Committee it is imperative for those of us who did comply—and I am sure most of the states that complied went to a great deal of expense, a great deal of recruiting, and a great deal of work to do so—I think in order to comply with the spirit of the Constitution and with the aims stated there, that we cannot just let the matter hang or let it drop without some kind of specific explanations from the states who did not comply as to their reasons for noncompliance.

I am sure that I feel that it would not be any more difficult or any easier for any other state than Kentucky to comply with this requirement. We managed to do so, and I think that we are entitled to a specific explanation from those who did not. Thank you.

President Harris: Microphone 17, *John Heiser* of Pennsylvania, speaking as an individual on a point of information.

John Heiser, Jr. (Pennsylvania): Mr. President, I would like you to clarify several things for me concerning the issues at hand.

First of all, am I correct in assuming that if a state is not in compliance and replies to your letter stating the reason why they are not in compliance, does that state then have the right to be seated?

President Harris: I will ask the chairman.

Mr. Orsborn: As we interpreted that problem, yes—unless it is challenged by the floor of this Assembly. It was not the duty of the Credentials Committee to challenge on the ethnic-minority basis that was written in the Constitution. That was the sole responsibility of the Representative Assembly. We received those replies and held them.

Mr. Heiser: As stated on page 1—those who failed to reply, eight states made absolutely no reply at all. You asked them why they were not in compliance, they more or less said, "Forget it, we are not going to tell you." Eight states made no reply.

Mr. Orsborn: Those states who did not reply—that is the record we have and that is your right to ask.

Mr. Heiser: Again I want to ask especially about those eight states that did not reply: the statement is they did not comply and they did not attempt to comply. It didn't say when may we, if we wish, move to unseat them?

Mr. Orsborn: That, sir, is the interpretation of the Credentials Committee of that particular bylaw. It says the Representative Assembly may, if—I will read it again—"If a state or local affiliate fails to comply with this provision, the Representative Assembly may refuse to seat its delegation."

Mr. Heiser: Then the earlier motion was in order. That is what you are saying, sir, the motion to unseat—well, no, the motion to unseat all 35 may not have been in order, but the motion to unseat those that gave no cause for not complying is definitely in order. They gave no cause, they did not comply, nor did they give reason for failing to comply.

President Harris: I am going to have to rule you out of order, sir. This matter came before the house, I ruled that it was out of order. I was challenged, I was sustained. This is precisely the same question, and it is just as out of order at this point as it was then. (Applause)

Microphone 17, *Willie Ramey, III*, of North Carolina, speaking as an individual on a point of information.

Willie Ramey, III (North Carolina): Thank you very much, Mr. President. *W. T. Ramey, III*, from North Carolina. You know several hundred years ago when this country was first discovered there were a few First Americans here. Then there were a few Caucasians here. By some mere luck or chance, they went and got a few of us and brought us here. As time went on they continued to get other people from other parts of the world to come here. But as far as the eastern part of the United States there has only been—

President Harris: May I have your attention, sir?

Mr. Ramey: Yes, sir.

President Harris: You have the microphone for a point of information, not for an opportunity to give information.

Mr. Ramey: All right.

President Harris: I suggest that if you have a question, ask it.

Mr. Ramey: This is my question: is it in order for states who have been questioned as to whether or not they are sitting legally to vote for themselves? If this is the case, then with this great number of 35 sitting illegally, then there is no way possible for the states that are remaining—the other 15 states who did comply—to unseat those other states. I have never been to court and seen the accused voting for themselves.

President Harris: If a specific state were being challenged, that state would not have a right to vote upon that challenge. So your point is well taken. Microphone 10, *Beth Nelson* of Virginia, speaking for the delegation, a point of personal privilege.

Beth Nelson (Virginia): Thank you, Mr. President. I would like to answer the questions put by some of the delegates. Virginia worked very hard, as *Ms. Wynn* indicated, to get into compliance. We have a document from the organization saying that we are in compliance. We came within 1.4.

Some of our minority members did not and do not wish to put their race on their membership cards. It makes it very, very hard to determine when you are in compliance. As our delegation arrived some people did not come; we are now in full compliance and I suggest that perhaps if every delegation would count their membership and report their ethnic minority in the morning we could satisfy this body and accept the report. (Applause)

President Harris: Microphone 2, *Bill Newton* of Minnesota.

Bill Newton (Minnesota): Point of order. As a proud member of one of the 15 states that is in compliance, what are we debating? What is the motion on the floor?

President Harris: The motion on the floor is to adopt the report of the Credentials Committee. Microphone 18, *Bruce Barnson* of Utah, point of information. Microphone 18.

Bruce Barnson (Utah): Mr. President, my question is, What is required of this body to move on? (Applause)

President Harris: I'd like to answer that question and say that if you called for the question we'd put it to a vote. But you cannot make it because you got the microphone on a point of information. Microphone 14, *Virginia Hersinger* of Indiana, speaking as an individual.

Virginia Hersinger (Indiana): I move the previous question. (Applause)

President Harris: The question has been called for. All those who wish to close debate . . . opposed . . . I will put the question. All those who wish to adopt the report of the Credentials Committee so indicate it . . . opposed . . . *the Committee's report has been adopted*.

I am going to ask the Vice-President to come to the microphone and give us the report from the Elections Committee. (Applause)

(*Vice-President McGuire* assumed the Chair at this point.)

Vice-President McGuire: When we left this matter some hours ago, I referred the question to the Elections Committee. They deliberated on the question of the recount and have their presentation. I informed them of the request for a hand count of the ballots. They moved that the Elections Committee was satisfied with the computer count and did not see the need for a physical recount.

I said that I would bring that back to the body prior to turning the matter over to the Elections Committee for their report. I now will ask the chairman, *Galen Kinzie*, to present the Elections Committee's report.

Galen Kinzie: *Vice-President McGuire*, the Elections Committee sincerely appreciates the Representative Assembly's patience and the courtesies that they have extended to us.

As a matter of parliamentary procedure, I would like to withdraw the motion I made previously to accept the original election report and that was held in abeyance by *Vice-President McGuire* until the Elections Committee made a recount of the election.

The Elections Committee has made the recount of the election—not once but twice. I will give you that report, remembering that, as I referred to earlier today, it says on page 47 of the convention program that the duty of the chairman of the Elections Committee is not to report policy but to report results.

Vice-President McGuire: Mr. Chairman, since you asked to withdraw the report, with the concurrence of the second, I would like to clear that matter before the house before you pre-

sent the other. Is there objection to withdrawal of the original report? There being no objection, would you continue now with the new report.

Mr. Kinzie: Thank you, *Mr. McGuire.* Perhaps you would like to refer to pages 56 and 57 to make a count. If you are interested, those are the pages in which you may give these results.

Vice-President McGuire: Please come to order to hear the report.

(Cry of "Give us the report.")

Mr. Kinzie: I am sorry that we have a number who are not interested in recording this report and that is your privilege. The report is as follows, for those who are interested in the results. We have recounted, as I mentioned, twice, and the results for both times were 8,071 total votes as compared to the original count of 8,067, which is a difference of four votes.

Now let me give you the detailed report and I will give it to you in the order in which it appears in your conference booklet.

Beginning with the president, *Jim Harris*, the number of votes, 2,041, percentage 28.4; *Roberta Hickman*, the number of votes, 2,038, percentage 28.3; *John Ryor*, number of votes, 2,726, percentage 37.9; *Bryan Stevens*, number of votes, 377, with percentage 5.2.

For the Executive Committee three-year term: for *Vivian Bowser*, number of votes, 5,823, percentage 73.4; for *Hank Harrison*, number of votes, 4,654, percentage 58.7; for *Ramon Huerta*, 4,654—

(Cry of "No.")

Mr. Kinzie: 3,541 for *Ramon*, percentage 44.6.

For the Executive Committee two-year term: for *Carl Hedstrom*, number of votes, 3,546, percentage 44.2; for *Tom Hobart*, votes, 1,195, percentage 14.9; for *Elaine Marks*, number of votes, 2,183, percentage 27.2; for *Tay McArthur*, number of votes, 890, percentage 11.1; for *Hazel Petrocco*, votes, 1,937, percentage 24.1; for *Lauri Wynn*, number of votes, 4,374, percentage 54.6.

Mr. McGuire, the—

Vice-President McGuire: The motion that we would want from the Committee would be one to adopt rather than to receive, so that is in order if you wish to move it.

Mr. Kinzie: Mr. McGuire, I move the adoption of the Elections Committee's report.

Vice-President McGuire: The Elections Committee report has been moved by *Kinzie*, seconded by *Mayo*. Is there any discussion of it? The Chair recognizes Microphone 4, *Joe Pasteris*, for a point of information on this election.

Joe Pasteris (Illinois): Mr. Chairman, judging by all the people in here you are almost afraid to ask, but I am going to ask—but I do have to have some information. First of all, how many times have those cards been run through the machine—three?

Mr. Kinzie: The original report given to you was the first run, and we made two recounts.

Mr. Pasteris: Okay now, one more question, sir. Did the vote change one vote each time or did it change twice?

Mr. Kinzie: The total number of votes cast for both recount times was 8,071.

Mr. Pasteris: My question is simply this: did the vote totals for *Mr. Harris* go from 2,039 or from 2,038—no, 2,039 to 2,046 and then to 2,041, or did it take just one jump?

Vice-President McGuire: Would you respond, sir?

Mr. Kinzie: Yes. On the first rerun the vote was for *Mr. Harris*, 2,040, and for the second was 2,041. The people in charge of the computer explained this by stating that this is very common procedure. . . .

Vice-President McGuire: Thank you, *Mr. Pasteris*, do you have further questions or comments?

Mr. Pasteris: I can say I agree with the computer people that there are mistakes being made all over the place. If we keep running those cards through there we won't need another ballot. (Applause)

The totals don't even come out right, sir. The totals don't add up the same.

Vice-President McGuire: Do you have further comment at Microphone 4?

Mr. Pasteris: Sir, I am just trying to ask for some redress of this grievance that I have. It seems that you know we have run the cards through three times and we keep getting a different answer. I have some very serious question about those machines.

Vice-President McGuire: The question has been asked about the machines and in answer to it would you respond, please?

Mr. Kinzie: As I stated to you previously, those people are supposedly experts in this field. Some of you sitting out there apparently have similar experiences—that the more times that a card punched goes through the machine, the more chances it has of making an impression that

was previously not recorded—the very action by the machine could make another impression. That was the explanation given to us by the people—not a very big impression, by one vote.

Mr. Pasteris: Sir, I have some real problems with the kinds of information I am getting in return here. First of all we asked that the ballots be recounted. Now the computer experts are telling us that each time we recount our chances of error are greater. So I have a great deal of question about running those things through the machine in the first place.

What I'd like to know is if it would be possible at this time to have a motion put upon the floor to consider an alternative way of counting these ballots. (Applause)

Vice-President McGuire: There is a motion on the floor to adopt the report of the Elections Committee. That particular motion would have to be postponed and then it would be in order to accept your motion. The Chair recognizes Microphone 12, *Joe D'Andrea* of Pennsylvania, for a point of order.

Joe D'Andrea (Pennsylvania): *Mr. McGuire,* I pass.

Vice-President McGuire: Microphone 12 passes. The Chair recognizes Microphone 6, *Bob Williamson* of California, a point of information.

Bob Williamson (California): We were not given the total number of votes that were void the second time. Can we have that count, please? How many votes were void?

Vice-President McGuire: Mr. Chairman, would you give the number of votes voided?

Mr. Kinzie: As I gave you the total number of votes, 8,071, the valid votes were 7,182 as compared to the previous 7,179. I previously gave you the original count, void ballots meaning no vote or more than one vote, which is possible, 888, and on the recount 889.

Mr. Williamson: Thank you very much. I have another question now. Is there any way of ascertaining what the total number of people voting was other than simply by counting the ballots? I mean it is entirely possible—I am not suggesting it is but . . .—that 7,000 people voted but there could have been 7,500 ballots.

Vice-President McGuire: Mr. Chairman, would you respond to that, please?

Mr. Kinzie: The sum of the valid ballots plus the void ballots would equal the total. You have 8,071 total; valid ballots 7,182 and void ballots that I mentioned are indicated by no vote or more than one vote, as 889. The sum of 7,182 plus 889 equals the total of 8,071.

Vice-President McGuire: The Chair recognizes Microphone 2, *Bill Schneider* of Minnesota, point of information.

Bill Schneider (Minnesota): What would be the process, Mr. Chairman, for accepting the report and moving to reconsider the rules?

Vice-President McGuire: Would you repeat the last part—"accepting the report" and what?

Mr. Schneider: Moving to reconsider the rules so that we could have three candidates in the runoff.

Vice-President McGuire: Will you come to order? The answer to your question is that the best procedure would appear to be to adopt the report of the Elections Committee and then follow that with a motion to reconsider the *Blakeslee* motion of earlier this afternoon which was in the same vein.

Mr. Schneider: Mr. Chairman, was not the *Blakeslee* motion referring to the report that has been withdrawn?

Vice-President McGuire: No, it was referring to the rules. You see, we are still operating under the same set of rules. It wasn't tied to that adoption. So the Blakeslee motion to reconsider would work, and it would be stated in terms of what standing rules were covered.

Mr. Schneider: Thank you, Mr. Chairman.

Vice-President McGuire: The Chair recognizes Microphone 9, *Toi Nicolet* of Illinois, for a point of information.

Toi Nicolet (Illinois): I have a question. When the chairperson of the Elections Committee gave the results just this time, it is very evident that four votes were picked up in the total number, but at the same time there are six total additional votes in the number cast for the president and there is one additional vote in the number of spoiled ballots. How do you pick up seven additional votes when you only picked up four total more than were voting?

Vice-President McGuire: I am going to ask the chairman to respond to the question concerning the figures.

Mr. Kinzie: Mr. Chairman, I fail to see the delegate's tabulation as given because the difference between the original 2,039 for *Mr. Harris* and 2,041 is two, and there is no change in *Roberta Hickman's* votes 2,038, and *Mr. Ryor* there was no change—excuse me—with what I wrote at that time. Yes, excuse me, let me repeat.

Vice-President McGuire: Will you give your attention, please.

Mr. Kinzie: Take note that the original for *Mr. Harris* was 2,039 and the recount 2,041; for no change in *Roberta Hickman's*, no change in *Mr. Ryor's*, and one change for *Mr. Stevens* and one invalid ballot. That makes four, right?

Vice-President McGuire: Did that satisfy your question at Microphone 9?

Ms. Nicolet: I stand corrected. I heard him say 2,727 for *Ryor*. I was mistaken.

Vice-President McGuire: The Chair recognizes Microphone 18, *Leslie Ramsey*, Pennsylvania, on a point of information.

Leslie S. Ramsey (Pennsylvania): *Ramsey*, speaking as an individual. Did I interpret the chairman correctly when he was telling about the problems with the punch card? Wouldn't it be that the more times you run those cards through you would have more accuracy because you would get rid of little pieces of paper that would be left on the card?

Vice-President McGuire: Will the chairman respond, please?

Mr. Kinzie: I am going to ask *Mr. Rodgers* from NEA staff who has dealt with computers more often than I to answer that question.

John Rodgers: I have never fought with a computer. These cards are prescored. The more times that these cards are run through the computer the more shaking down they get, and the possibility of additional chips' coming out of the card is that much more possible. I don't know what else I can tell you, ladies and gentlemen.

Vice-President McGuire: There are 37 requests for microphones—17 of the 37 are points of information. The Chair recognizes Microphone 13, *Lauri Wynn* of Wisconsin, point of inquiry.

Lauri Wynn (Wisconsin): Mr. Chairperson, it seems to me the longer the thing goes the bigger the hole gets. If we continue to send it through we won't know who is who very soon. I wonder if it is not a simple matter to do the whole thing over in the areas that are of concern.

It appears to me that the cards for the president have been run through three times. If there is still a concern, if the body is not willing to accept that, it would appear to me the way to settle it is to run it through one more time. Unless, of course, if the results are not correct, the parties who have not received the benefits are disturbed.

Vice-President McGuire: Thank you. The Chair recognizes Microphone 13, *Sally McLeod* of Oregon, point of personal privilege.

Sally McLeod (Oregon): *Sally McLeod*, Oregon, speaking as an individual. I am serving on the Elections Committee. I have heard the recommendation made a short time ago that there might be a possibility of another recount and that another alternative be used.

I am assuming that this alternative would be hand counting. I would like to point out and bring to your attention, delegates, that a hand count might be as much as five percent off. (Applause)

Vice-President McGuire: Thank you. The Chair recognizes Microphone 18, *Carl Lancaster*, Maryland, point of information.

Carl Lancaster (Maryland): I would like to inquire as to how long it would take the Elections Committee to hand count the ballots.

Vice-President McGuire: I will respond to that in two ways: during the discussions by the Committee, the time frame of five to six hours was discussed. I am not sure if that is an accurate time frame, but that was their thinking.

Additionally, they were requested to do a hand count, and it was their opinion by a vote that they were satisfied with the other count. It would be a monumental task for it to be done correctly. It appeared to me that to direct or order a group of people to count thousands and thousands of ballots—if it was against their wishes—probably would not give a more accurate count either. For that reason I brought the matter back to you. (Applause)

The Chair recognizes Microphone 11, *Richard Moore* of California, for a point of information.

Horace Tate: Mr. Chairman, I have been standing at this mike for about 40 minutes. This gentleman who is now being recognized has spoken once since I did. There is another person over there has spoken once. How does that happen?

Vice-President McGuire: I am sorry, *Dr. Tate*, I am taking them as they were given to me. There were 37, maybe there are 57 now. I am taking them in the order that they are given to me. I appreciate your response, and we will consider it.

Dr. Tate: I have sent four messages up there and haven't been recognized yet.

Vice-President McGuire: Thank you. The Chair still has the request for a point of information from *Richard Moore* of California.

Richard Moore (California): I'd like to relinquish my few moments to *Mr. Tate*. (Applause)

Vice-President McGuire: The microphone can be yielded if it is for a point of information. If it is, *Dr. Tate*, state your point.

Dr. Tate: I want to speak, sir.

Vice-President McGuire: What is your point of information—or for a motion?

Dr. Tate: I said I would like to speak. I want to speak to the issue.

(Cry of "No.")

Vice-President McGuire: There are 17 points of information that precede that in terms of—

Dr. Tate: I will ask a question, a point of information. My point is this: what would be the apparent reason for a recount? Is it to be assumed that the whole idea is to change the person who is now in second place to third place and place the person who is now in third place in second place?

Vice-President McGuire: It would be purely conjecture, I would say. We didn't ask for the motive.

Dr. Tate: Is it not true, sir, that the—I am assuming the opposing side has asked for and received a recount and that the recount has still shown that the person who was in second place on the first count is still in second place on the second count.

Vice-President McGuire: The answer is yes.

Dr. Tate: Am I in a position then to ask the Chair to rule on the sustaining of the recount vote?

Vice President McGuire: There is a motion to accept the recount vote before the house and then there are these many points of information. If we can clear the decks of these things, we can move on to actually consider the motion and alternatives. The Chair recognizes Microphone 16, *Mr. Meyer* of Kentucky.

Dexter Meyer (Kentucky): I would like to yield the floor to *Mr. Moore*.

Vice-President McGuire: No, it's been yielded once, and I will not accept a second yield. I recognize Microphone 16, *Dexter Meyer* of Kentucky, for a point of information.

Mr. Meyer: In light of efficiency I will pass. (Applause)

Vice-President McGuire: Microphone 6, *Ralph Lubeck* of California, point of information.

Ralph Lubeck (California): My point, Mr. Chairman, is, What did we find out through the Elections Committee or through you about the allegations that were posted concerning the election?

Vice-President McGuire: I refer this question to the chairman of the Committee to report on the findings of the Committee on that matter.

Mr. Kinzie: *Mr. McGuire*, the Elections Committee listened to those people who had requested to appear before the Elections Committee. It was the Committee's judgment after asking each member of the person who made a presentation as to whether there was a second vote, even though the individual, as in several cases, received two credentials cards. In no case did the individual who was reporting state that there was any more than one vote cast only, that somehow through the mail there was a card sent from two different sources and apparently each one was an official card, but that to the knowledge of the individuals who were reporting to the Elections Committee, no one did vote more than once.

The complaint was that due to this procedure there was an opportunity for the individuals who received two credentials cards to have done this. We thought this was a matter of great concern. Hopefully in another year greater checks would be made by the NEA and the state associations to prevent this from happening.

But we were satisfied by the remarks of these individuals who appeared before our Committee today. In spite of the fact that some delegates had received two credentials cards, in no case did they report that there was more than one vote cast.

The Chair recognizes Microphone 2, *Bill Newton* of Minnesota, for a point of order.

Bill Newton (Minnesota): Yes, *Mr. McGuire*. I thought I heard you answer another delegate from Minnesota on the question of, Can you move to reconsider the second time? I would challenge your answer on that to reconsider the same question.

Vice-President McGuire: The parliamentary advice I was given was that we could. I will check it for you. The reconsideration would be in order if it were to suspend the rules which we did not suspend. That can be done one more time, and that would be in order. The Chair recognizes Microphone 10, *Mary Hatwood* of Virginia for a point of information.

Mary Hatwood (Virginia): I have put in a request, Mr. Chairperson, to move the previous question. That is what my point is supposed to be.

. . . *Motion* was seconded by *unidentified delegate*.

Vice-President McGuire: I am sorry, you received the floor on a point of information so I cannot take it under that.

Ms. Harwood: I would like to be recognized then after all the points of information have been considered. Thank you.

Vice-President McGuire: The Chair recognizes Microphone 4, *Andrew Bullen* of Illinois, for a point of order.

Andrew Bullen (Illinois): In looking over the standing rules, under "Run-off Elections," Rule 13, Item E, I am unsure of what the wording here means. It says, ". . . if a sufficient number of candidates has not achieved a majority of the valid votes cast, another election shall be held and shall list those unsuccessful candidates who, arranged in decreasing number of votes received. . . ." It goes on, listing one more candidate and the number of remaining positions to be filled.

It doesn't seem to me to specify only one more than the positions to be filled. In fact it looks to me as perhaps this is not prescribed in the rules.

Vice-President McGuire: The other words in that particular response are also that the candidates have to combine if they receive more than a majority of the ballots cast. In this case, adding one more name—two names would be one more than the number of positions to be filled—would also fulfill the requirement as stated in this rule of more than 50 percent, a majority of those cast. The Chair recognizes Microphone 5, *Gunnar Brown* of Missouri, for a point of order.

Gunnar Brown (Missouri): I suggest all the points of information and points of order are possibly deleterious. We should get them off the Chair there, and I would ask you to rule so.

Vice-President McGuire: I would agree with you. We think about 22 have gone through. But in order to close debate on this we would need such a motion.

Mr. Brown: I challenge the ruling of the Chair or that.

Vice-President McGuire: I am going to take care of this. I am going to accept the previous question. It seems to be the feeling of the body that we have had enough questioning of this. I will recognize Microphone 15, *Wallace Orr* of Florida, to move the previous question.

Wallace Orr (Florida): Mr. Chairman, thank you. I so move. (Applause)

Vice-President McGuire: Is there a second? The previous question has been moved and seconded on the matter of closing debate. All in favor . . . opposed . . . *the motion is carried.*

We are now to the main motion, which is to adopt the report of the Elections Committee. This motion now calls the question to adopt the report of the Elections Committee. All in favor . . . opposed . . . *the motion is carried.*

The Chair is now going to call on the chairman of the Elections Committee. This is for information on what will happen as a result of the adoption of this report. Please come to order. Mr. Chairman.

Mr. Kinzie: Mr. Chairman, I will give the names of the people, not necessarily in the order that their names will appear on tomorrow morning's runoff ballot, along with the amendments, because there is a procedure that will place their names in a different order and that is located in your book of rules.

The people that you will vote on tomorrow morning, the candidates for president will be *Jim Harris* and *John Ryor.* You need no vote for Executive Committee three-year term, because both of those individuals, *Vivian Bowser* and *Hank Harrison,* have been elected. In the Executive Committee two-year term, you will vote on *Carl Hedstrom* and *Elaine Marks.*

Vice-President McGuire: Thank you. The Chair will recognize Microphone 8, *Dave Wigginton* of Illinois, to make a motion to suspend the rules on it, to suspend the rule that limits the ballots to two names. Microphone 8.

Dave Wigginton (Illinois): You have just stated my motion, for efficiency of time. I would like to speak to that when it is seconded. I have a second here.

Vice-President McGuire: The Chair recognizes Microphone 8 for a second.

. . . *Motion* was seconded by *Ray Diver* of Illinois.

Vice-President McGuire: It has been moved and seconded to suspend the rules to reconsider the vote on the suspension of the rules in order to have three names on the ballot for president.

Mr. Wigginton: I'd like to appeal to the—

Vice-President McGuire: This particular motion is not debatable. This is not debatable and will take two-thirds. Normally reconsideration would only take a majority, but the motion that is going to be reconsidered requires two-thirds. Therefore, this suspending motion requires two-thirds.

I am going to call the question since it is—I do have a point of parliamentary inquiry at Microphone 2, *James Rosasco* of Minnesota. Could Microphone 2 be turned on, please?

James Rosasco (Minnesota): *James Rosasco*, speaking as an individual. I just wish to ask, Mr. Chairman, whether or not the parliamentary procedure at this point sincerely allows us to vote a second time. My parliamentary procedure tells me that once you have asked for reconsideration for the purposes of, and in this case voting on three rather than two, that once that is defeated, you cannot do that a second time. If I am in error, would you please inform me.

Vice-President McGuire: This is the first time the reconsideration has come up as a motion. The motion that you are referring to of earlier in the afternoon was for suspension of the rules.

Mr. Rosasco: I guess that was my point. I didn't think you could suspend the rules twice for the same specific purposes if the first one was defeated. However, if that is the way it is ruled, I will accept it.

Vice-President McGuire: Point of parliamentary inquiry at Microphone 10, *Charlotte LeGrand* of South Carolina.

Charlotte LeGrand (South Carolina): *Charlotte LeGrand* of South Carolina, speaking as an individual. I would like to inquire if it is not correct that the person who moved to reconsider must be on the winning side? I don't believe Illinois was on the winning side.

Vice-President McGuire: Mr. Wigginton at Microphone 8, did you vote on the prevailing side?

Mr. Wigginton: No. I believe that is out of order. You are asking me how I voted on secret ballot. Yes, I voted for reconsideration, yes.

Vice-President McGuire: If you did not vote on the prevailing side, then your motion would be out of order. (Applause)

Mr. Wigginton: Prevailing side of what? I am getting directions and questions from several people coming in at once. Would you explain that to me, sir? What is the prevailing side—of which issue, the election or the motion for suspension?

Vice-President McGuire: Would you repeat your question, please?

Mr. Wigginton: The motion to suspend and your question was, Did I vote on the prevailing side. And, yes, I did.

Vice-President McGuire: The answer is yes? *Mr. Wigginton*, could I ask you a question, please? There is confusion here. Did you answer it no once and yes once, or did you say—(Applause)

Mr. Wigginton: I misunderstood your question, very honestly. My original motion was to suspend the rules which require only two names to be placed on the ballot. The reason I am making that, since you are asking me how I voted, and I think you are entitled to do that, is that I'd like to challenge the people to think for a moment how much time we have debated, over two hours, maybe three, on this issue. We are going nowhere. I think we pretty much agree. People, what we are asking—

Vice-President McGuire: Mr. Wigginton, let's start back. We are going to take the time necessary to resolve the issue. (Applause)

No one is trying to confuse you. The words are important, and we are asking for them so that it is done properly. We will go back to the original motion earlier in the day, which was to suspend the rules. That failed.

Mr. Wigginton: All right.

Vice-President McGuire: You cannot suspend the rules another time without reconsideration. So in order to accomplish your purpose, we are asking you to move to reconsider the rules. One of the questions we have to ask is, Did you vote on the prevailing side?

Mr. Wigginton: Right, we are going back to the earlier vote. I was on the losing side, you are correct in that.

Vice-President McGuire: Then that motion is out of order. The Chair recognizes Microphone 2, *Howard Boyer* of California, a move to reconsider. This person says he voted on the prevailing side.

Mr. Howard Boyer (California): *Howard Boyer*, speaking as an individual, from the state of California. I was on the prevailing side. I voted No in the last vote. I do vote to reconsider, and I do have a second from California.

Vice-President McGuire: The Chair will recognize Microphone 2 for a second to this move to reconsider.

. . . *Motion* was seconded by *Marv Langlois* of California.

Vice-President McGuire: The parliamentarian would like to speak to you on this issue before we take the vote so you understand the parliamentary concerns about the matter.

Parliamentarian Cannon: I know how sensitive this is, so I want us to be very careful we understand. The motion to reconsider quite often is done in two steps, and the motion to reconsider itself takes only a simple majority. It is not debatable in this instance because to suspend the rules is not debatable, but we can take it in two steps. First, we would have to vote to reconsider, and then, because it is not debatable, we would immediately take a vote on whether or not to suspend the rules to put the three names of the three candidates on the presidential ballot.

We are taking one vote that requires a two-third majority. We are calling it a vote to reconsider so that the rules can be suspended, but it is really a combination vote. It is to reconsider the vote that failed this morning, but to do it we are going to do it in one step.

If you vote Yes then the three names will be on the ballot. If you vote No only two names will be on the ballot.

Vice-President McGuire: I am going to call the question. Since it is a two-thirds vote, a voice vote will not mean very much. We are going to have a division of the house by standing. All in favor . . . opposed . . . *the motion has failed.* The reconsideration has failed.

I need to announce the hours of campaigning. They are following the recess of this session until 12:00 MIDNIGHT. Completing this item, I am going to turn the Chair back to *President Harris.* (Applause)

(*President Harris* resumed the Chair at this point.)

President Harris: We have a problem in that the bus drivers have been on since 5:00 o'clock this morning. They are threatening to walk out, and they suggest that if we aren't out there in 15 minutes there will be no buses there when we get there.

Now this is what I am going to propose. If I don't get any objections to it, this will be the manner in which we will operate. I ask that we not consider the rest of the items, that we debate them in our various groups if we still feel the need to do so—we have already been exposed to them considerably—and that I read the New Business Items very quickly. I will read them as quickly as I can. In fact, I will—if there are no objections we will move that way.

57. Announcement of United States presidential election results.
58. Accountability programs.
59. To provide for task force summaries.
60. Support of worldwide equality in education.
61. NEA dues subsidy for NEA candidate expenses.

Executive Secretary Herndon

62. Strengthening of NEA through teacher unity.
63. Assistance in developing school personnel policies.
64. Selection of educational materials.
65. Support of Congressional Bill S. 1945.
66. Establishment of minority affairs division in NEA.
67. Honoring a dedicated teacher.
68. Suggestions for streamlining NEA convention.
69. Implementation of program outcomes of International Women's Year Conference.
70. Lobby for ratification of the ERA.
71. Establishment of women's concerns advisory council.
72. Commemoration of history of women in NEA's Bicentennial program.
73. Ensure leadership training for women.
74. Implementation of certain recommendations of NEA Women's Caucus.
75. Implementation of recommendation 12 of NEA Women's Task Force report.
76. 1976 Representative Assembly agenda.
77. The Code of Ethics as an interim document.
78. Leadership training conferences and minority participation.
79. NEA defense of homosexual teachers.
80. To require complete report of Credentials Committee.

President Harris: The meeting stands adjourned until tomorrow morning promptly at 10 A.M.

The Third Business Meeting recessed at 8:25 P.M.

FOURTH BUSINESS MEETING

Monday Morning, July 7, 1975

THE FOURTH BUSINESS MEETING convened at 10:25 A.M., *President James A. Harris* presiding.

President James A. Harris: I am going to ask that the delegates move to their seats. I have an important announcement to read while you are walking. It has to do with the materials tables.

There are four areas where state delegations are assigned to pick up special materials. State associations are asked to forward names of persons responsible to pick up materials during the Representative Assembly for their respective states. Please make sure that only authorized individuals retrieve materials for your delegation.

Materials tables assignments are as follows: On the front to my left, Table Number 1—these states are supposed to go to Table Number 1: California, the District of Columbia, Massachusetts, Minnesota, Missouri, Nebraska, Nevada, North Dakota, Puerto Rico, South Dakota, Texas, Wyoming, and Oklahoma.

We have these states assigned to Materials Table Number 2, which is back to my left: Arkansas, Delaware, Florida, Georgia, Indiana, Kentucky, Montana, New York, South Carolina, Louisiana, and Rhode Island.

These states are assigned to Materials Table Number 3, which is at the front to my right: Alabama, Arizona, Colorado, Guam, Hawaii, Kansas, Idaho, Maryland, Mississippi, New Hampshire, North Carolina, Ohio, Overseas, Pennsylvania, Utah, Vermont, Washington, West Virginia, ex-officio, BIA, Student NEA, and Wisconsin.

Materials Table Number 4, which is back to my left: Alaska, Connecticut, Illinois, Iowa, Maine, Michigan, New Jersey, New Mexico, Oregon, and Tennessee.

As soon as you move to your seats and we can get order, we will get started.

This comes from the chairman of the Bylaws Committee. The delegates are reminded that no campaign buttons, state messages, or other campaign materials can appear in the RA while the elections are in progress.

The fourth business meeting is now in session. While you are moving to your seats, I would like to make an introduction. One of the opening features of delegate assemblies in the past has been the introduction of our parliamentarian. He usually had remarks to make to the body, which not only let us know what some of the procedures would be for operating the Delegate Assembly, but also gave us a chance to meet one of the truly big guns functioning up here on the rostrum.

Since you have not had a chance to hear his remarks, I at least want you to see him and know who he is. *Mr. Hugh Cannon,* the parliamentarian. (Applause)

For the fourth year in a row, the NEA Board of Directors has selected an outstanding public citizen to receive the Friend of Education Award. This award is designed to honor a person who has made a significant contribution to the betterment of American education, according to the Board's official guidelines.

The recipient may be any person who, through leadership acts and support, has proven to be a true friend of education, educators, or students. Nominations for the award may be made by any member of the NEA or by a local or state association. A Screening Committee, composed of five members of the Board of Directors, reviews the nominations and recommends a recipient to the full Board.

Now, to tell you about the 1975 Friend of Education, the Chair recognizes the chairperson of the Screening Committee, *Mary Ellen Dolcini,* NEA director from California. (Applause)

Mary Ellen Dolcini: Thank you, *President Harris.* Platform guests, fellow delegates, in considering whom to recommend as recipient of the Friend of Education Award, the Committee must choose from a field of nominees whose personal commitment to improving American education is unquestioned.

The task of the Screening Committee and the Board of Directors becomes one then of choosing the outstanding person from among numbers of outstanding persons, in terms of dedication to the welfare of students, response to the ever-mounting demand for better education, and consistent ever-courageous action in the face of almost insurmountable odds.

It was agreed that in 1975 the Friend of Education Award should be presented to the

nominee of the North Carolina Association of Educators, the former governor of that state and current president of Duke University, the *Honorable Terry Sanford.* (Applause)

May I quote from the resolution adopted by the North Carolina Association of Educators and forwarded to us by the state association president, *John Lucas.*

> WHEREAS, former North Carolina Governor Sanford committed all the resources at his command during his four-year administration to the advancement of public education, earning him the title "Education Governor;" and
>
> WHEREAS, Governor Sanford pushed unpopular tax increases through the state legislature into enactment as state law to produce additional funds for public education; and
>
> WHEREAS, Governor Sanford was instrumental in the formation of the national agency, the Education Commission of the States; and
>
> WHEREAS, Governor Sanford, as a private citizen and as president of Duke University, continues to support public education and do all in his power to aid in the growth and development of public education;
>
> NOW, THEREFORE, BE IT RESOLVED, that the North Carolina Association of Educators acting through its 1975 Representative Assembly, does endorse the support and recommend the nomination of former Governor Sanford to receive the Friend of Education Award.

The Screening Committee and Board of Directors concurred in this choice. It is my great pleasure now to introduce to you the recipient of the 1975 Friend of Education Award, the *Honorable Terry Sanford.* Will you come forward now? (Rising applause)

We offer you this handsome plaque commemorating this occasion . . .

(Whereupon the presentation was made, followed by applause)

Dr. Dolcini: . . . and, in addition, a beautiful set of gold cufflinks especially designed with the Friend of Education symbol.

(Whereupon, the presentation was made, followed by applause)

Terry Sanford: Thank you, *Mary Ellen Dolcini* and members of the National Education Association. *President Jim Harris,* my own North Carolina president, *John Lucas,* to you and (applause) my fellow educators in the audience, my deepest thanks and lasting gratitude. I regard this as an extremely significant award. I am grateful to all of you for making it possible for me to receive it.

The personal satisfaction of being here today comes because I have staked my entire life and career on a proposition that your bringing me here today validates. It validates my lifetime conviction that education is first among our public purposes. (Applause) All of this reinforces my determination that America needs to make education first in all of our public achievements. (Applause)

This occasion also awakens echoes of friendship with NEA membership stretching back for two decades. In 1960, your NEA members in North Carolina and I proved something in politics. We proved that politics and education will mix.

I was running against three Democratic contenders. That was before we had a Republican who rode in with *President Nixon.* My opponents continually sought to reassure the voters that they would keep taxes down. Now, I do not believe in taxes for the sake of taxes, but I put my faith in the voters' nobler ambitions. I challenged them in North Carolina to put education first, and I outlined what I called a program of quality education.

I told them straight out that we would just have to raise whatever taxes were necessary to assure the future of our children. (Applause) The surprising event for educators and politicians alike was that the public voted for that commitment for more money for better educational opportunities. The public voted to put education first.

It was not that I had a narrow interest in education. I knew then that if our state ever hoped to develop to its fullest, richest potential, then obviously we had to start at the root of our problems and improve the educational system in the state.

Everybody in the state got excited. People all over the state saw that they had a mission. They were doing something important, not just the teachers, but everybody. The excitement spilled over everywhere in education. It spilled over beyond the traditional schools to technical institutes and the creation of 57 such technical institutes in the community college system with voters in more than half of nine counties voting county taxes and bonds to support this new

kind of education; the school of the arts, the learning institute; educational television to all corners of the state.

It spilled over in many other things, this kind of excitement that we could do whatever we set out to do—in prison reform, in the industrial development of the state. Industry came to North Carolina, not necessarily because of labor and because of cost, but because of the excitement of a people committed to a great proposition.

It spilled over into many other areas. The *National Geographic* wrote a long feature on North Carolina and dubbed it the "Dixie Dynamo." All that started with putting education first. That was the catalyst, that was the magic. (Applause)

Now, I tell you that not to recount what we did in a distant past. I tell you that because I think there is a lesson in that for us today. I know now today that if we are to recapture our faith in ourselves and our nation, the best way to start is with a wide-ranging, far-reaching program of improving education. (Applause)

Our people feel they have lost touch with the national government. They think nothing they do matters very much. There is so much despair in the land today that this same despair has reached the schools and the citizens who support the schools.

We can change that. We can reach all of the citizens with the excitement of doing something about education all across the nation. This very organization can renew the vitality and purpose of education. In doing so, it also can bring a sense of self-renewal to the nation. (Applause)

We start from a rather dismal point in American life. *Time* magazine on the stands right now has an article entitled "Hard Times For Teachers." Among other stories, they tell about New York City's laying off 10,000 teachers—the first time since the Depression of the 30's. One teacher is quoted as saying that the younger teachers are "panic-stricken, bewildered. They can't believe it. They're hoping that some guy will come out of the sky with the money."

But there is not anybody coming out of the sky. We have to change the thinking of the people. (Applause) Taxpayers and their legislative representatives at both state and national levels are indeed sluggish today in their support of education. But I contend it is not that taxpayers do not want to support education. They need to know that increased support can make a difference.

You are already showing that, but we have to do better. We have to reach out for children left out. We have to fill in the blank spots. We need to move in various ways to perfect our own universal education. My definition of universal education is an educational system that overlooks not a single child and neglects not a single talent. (Applause)

There is much to be done. The people of America need to understand that education can bring many answers in many fields—urban blight and crime and drug use, for example. With all of society's needs, with so much to be done in broadening the reach and uses of education, I am convinced more than ever there is no surplus of teachers in this country today. There is only a shortage of dollar support for the teacher positions we need. (Applause)

For example, in looking for ways to improve schools in disadvantaged areas, one promising path is to cut the teaching load—maybe in half (applause)—and to add special teachers. With more teachers and more support, these disadvantaged schools could very well become like morning suns, radiating out their spirit of new faith and rising hopes throughout the entire community.

All America, today's America and tomorrow's, would be the beneficiaries. That is what we need more teachers for. That is just a slender slice of the need for expanding education. There is multicultural education . . . and schooling for migrants . . . and the handicapped in many ways we have neglected . . . and drug and alcohol problems. The list goes on . . . educating minorities . . . the changing relationship between education and the job market . . . and on and on and on.

We need to expand. We need to put more of our resources, more of our creative thinking and talents, more of our money, into education. (Applause) If we want to make education the refreshing force we need in America, we should think big. Why go halfway? Let's make education what it ought to be. Why not provide the funds to pay the teaching profession according to its importance in our national life? (Loud applause)

Why not pay teachers professional salaries? (Applause) I have long advocated, and advocate today more than ever, that the federal budget pick up at least one-third of the cost of our schools. (Applause) But I, for one, do not want a whole lot of advice to come from Washington along with the money. (Applause)

The answers to educational problems will come not from bureaucrats tucked away in their Washington offices, even if they were once a part of you. The right answers, the needed flexibility, the local creativity, are most likely to come from you in this audience and your colleagues back home. (Applause)

We must, in the process, assure that you and your colleagues are positioned to participate in providing these answers. We must assure the rights of you and your colleagues as educators to have a voice in those decisions, a voice guaranteed by full bargaining rights. (Applause)

There are a lot of things this nation cannot afford right now because of our economic troubles, but there is at least one area where we cannot afford to hold back. That is in the area of education. If America allows that headline in *Time* magazine to remain valid—"hard times for teachers"—we can be sure that we are inviting much harder times for ourselves and for our society. (Applause)

On the other hand, if organizations like NEA can turn our heads around on the subject of education budgets, then we can turn the nation's head around. I am not going to be the least bit impressed with the pessimists who declare that we do not have the money, that we have massive unemployment, that we have the greatest deficits in history.

Well, of course, we have a mess in Washington; we know that. But we will get our economy going again all right, and while we are doing it, we will have refreshed the spirit and the hopes of America. The way to do that is to have a cause, and we have a cause: the hopes and futures of the children of our nation. (Applause)

We can begin enriching education in a hundred ways and in 10,000 different places. In doing it, we can bring a new today to all America. Thank you. (Loud rising applause)

President Harris: Thank you.

Now, delegates, you see what a Friend of Education really sounds like. (Applause) We want to thank the committee responsible for selecting him and bringing him to us. Thank you, *Mary Ellen Dolcini* and your committee.

I recognize *Gene Duckworth* of Michigan for a point of personal privilege. *Mr. Duckworth.*

Gene R. Duckworth: Thank you, Mr. President. *Gene Duckworth* of Michigan, speaking for the delegation, requests a point of personal privilege and requests the opportunity to bring to the platform *Dr. Margaret Stevenson* for the purpose of presenting a certificate of appreciation. The Michigan Education Association would like to present to *Dr. Margaret Stevenson* the following:

> WHEREAS, Margaret Stevenson is completing an active and distinguished career of 45 years in education; and
>
> WHEREAS, Dr. Stevenson was a classroom teacher in her native state of Michigan for 20 years, serving the children of Port Huron; and
>
> WHEREAS, during that same period, she served Port Huron's teachers and all the educators of Michigan in various leadership roles; and
>
> WHEREAS, she then served and administered at the National Association of Classroom Teachers for 21 years with distinction and honor; and
>
> WHEREAS, her present NEA duties have made her responsible for the overall administration of the Program and Support Divisions of the Association;
>
> BE IT THEREFORE RESOLVED, that the MEA-NEA recognizes her outstanding dedication and performance of duties that have enhanced our profession and those who have known and worked with her. We call on the delegates of the 1975 NEA Representative Assembly to likewise acknowledge Dr. Stevenson's many contributions as we thank her for a job well done. We wish for her a happy and pleasant retirement.
>
> Given over the hand of James Harris, President, National Education Association, and Keith B. Geiger, president of the Michigan Education Association.

Margaret.

(Whereupon the presentation was made, with rising loud applause.)

Keith B. Geiger: Margaret, on behalf of the 87,000 Michigan teachers and the many, many thousands preceding them who had the opportunity to work with you and know you, I present these roses.

(Whereupon a bouquet of red roses was presented.)

Margaret Stevenson: Thank you very much. It has been a wonderful experience and thanks to each and every one of you. (Applause)

President Harris: The public employee movement is coming together, and nowhere is this

movement more evident than in the growth of the Coalition of American Public Employees, both nationally and at state levels. The building blocks leading toward responsible influence and power are being put together carefully.

As a result of this movement, all public employees are going to gain collective bargaining rights. All public employees will benefit from tax reforms, health reforms, pension reforms, not only through national legislation and national litigation, but even more important, through the cooperative efforts of the state coalitions of which many of us are a part.

I am very pleased at this time to recognize a very important platform guest, the president of one of the five national organizations that presently comprise the Coalition of American Public Employees, *Dr. Robert Harmon*, president of the Physicians National House Staff Association. *Dr. Harmon*. (Applause)

The new executive director of the Coalition is *Harvey Zorbaugh*, a former classroom teacher and a local association member from Long Island, New York. For the last year, he has worked for teachers from Maine to Hawaii. As a member of NEA field staff, he has planned, bargained, grieved, testified, and walked picket lines with many delegates in this Assembly.

As director of the Coalition, he is still your employee, but now he also works for the many other public employees who make up the Coalition of American Public Employees. Here is a new voice for a new time. The Chair recognizes *Harvey Zorbaugh*. (Applause)

Harvey Zorbaugh: Forty years ago almost to the day—July 5th, 1935—the National Labor Relations Act, the so-called Wagner Act, was passed. Workers in private industry had achieved the legal right to organize and bargain collectively.

Today, 40 years later—July 7, 1975—many public employees are still denied the right to organize and bargain collectively. The Wagner Act passed during the Great Depression with all of its human misery. It passed because of a rising tide of employee dissatisfaction that included major strikes in 1934 and 1935 in such states as Pennsylvania, Ohio, Minnesota, and California. In a sense it culminated in a general strike in the city of San Francisco. More and more violent confrontation appeared to be the rule.

The Wagner Act opened up a new era for working men and women. It was the legal basis upon which unions and management in the private sector built an imperfect but reliable means to deal with their legitimate needs. Workers took advantage of this national statute to organize and to make impressive gains in wages and working conditions. The country wasn't destroyed by the act as its critics contended. In fact, it helped the nation prosper.

Now in 1975 we are in a depression with its human misery less harsh perhaps than the 30's, but it is equally real to the unemployed. Unlike *President Ford*, I won't believe we are coming out of this recession until I see those unemployment figures change. (Applause)

We are seeing a rising tide of public employee dissatisfaction now. We are seeing and participating in bitter and prolonged strikes, some just ended and others still going on. More and more chaotic situations appear to be in the making. We don't want general strikes in the coming years. We don't want violent confrontations in the coming years.

This nation and its political leaders should not require public employees to take the same blows private employees took in the era leading to the Wagner Act in 1935.

Part of the reason for this situation is the recession and a complex, changing economic situation. We will speak to that. Another cause is the fact that on July 7, 1975, we don't have national legislation that guarantees every public employee the right to organize and bargain collectively. We need a Wagner Act for public employees or amendments that include public employees made to the present act.

Amendments to the Wagner Act would have to recognize some differences between public sector bargaining and private sector bargaining. In no state today do public employees have the rights and protections that workers in the private sector take for granted under the National Labor Relations Act.

We are all the losers as long as a single public employee must take it or leave it. We now have a patchwork system of bargaining laws. Some are workable, and others are weak. We all know that it will be years before some state legislatures ever pass a meaningful collective bargaining statute: we need national legislation.

Despite the fears of some politicians, some administrators, and a number of right-wing organizations such an act will be one part of a program that will help America move ahead and prosper. Passage of an act this year or next would certainly make a Bicentennial to remember for American public employees. (Applause)

Your Coalition of American Public Employees is working hard to pass this legislation. I say

"your Coalition" because NEA is a member. With nearly 1.7 million members, it is the largest organization in the Coalition. Other members of the Coalition of American Public Employees include the American Federation of State, County, and Municipal Employees, a dynamic 700,000 member union headed by *Jerry Wurf* who spoke to you at the RA last year in Chicago. The National Treasury Employees Union is a third important member of the Coalition.

But, the even more exciting news is that two new national organizations have joined the Coalition and have added a new dimension to our work. They are the 200,000-member American Nurses Association and the Physicians National House Staff Association, whose president you just recognized.

The Coalition organizations have nearly 3 million members, and it is interesting to know that they live in every ward, precinct, county, or other political subdivision of this country. We have the network to get our ideas across and the network for a strong program of political action.

The Coalition works for member organizations on the premise that we can do much more together, sharing our knowledge and resources, than we can do separately. Under the Coalition's umbrella, board members, lobbyists, lawyers, public relations staff, and researchers can meet and share problems, ideas, and directions.

The Coalition serves as a bridge for predominantly public employee unions and associations, both independent and AFL-CIO, to meet and press for common objectives. It is important to note that the rule of unanimity prevails in the decisions made by the member organizations.

The Coalition is effective and will continue to fight for progress in such areas as tax reform, pension and retirement reform, full political rights, health care, and a fiscal system that will improve conditions in our cities and towns. It will fight for a system that isn't funded by layoffs. It will fight for programs to meet unemployment and the protection of the rights of the minorities in this country, who are so vital a part of our unions and associations. However, talk is cheap, Congress is complex, and the proof will be in the pudding.

Beyond the national level, the real building blocks of the Coalition of American Public Employees are the state coalitions. Here again we have had remarkable growth. We have gained eight new state coalitions in the past year. Our latest additions have been South Dakota and Oregon. There are now 20 of these state coalitions.

The Coalition just had its first meeting of state coalitions two weeks ago in Washington. All member organizations and all 20 state coalitions were there. It was an exciting meeting. Real achievements were reported in Ohio, Michigan, and Wisconsin, among other states. The Coalition's most recent success took place just before the meeting.

The Coalition in Connecticut—the Connecticut Education Association (applause), AFSCME, and the Uniformed Firefighters and Police—turned around a desperate situation for public employees on the last day of the legislature. Because of budget problems, the new Democratic governor and the legislature were willing to sink public employees this year: no money, no increments to bills.

But the Coalition organized and even coalesced with other associations and unions. Meetings, rallies, and intense personal lobbying by individual members and the threat of a statewide strike resulted in the public employee package that restored the increments for public employees, passed the collective bargaining bill for state employees, passed the bill guaranteeing that a teacher threatened with termination will have a hearing, and passed the binding, last-offer arbitration bill for municipal employees.

This achievement happened because the members responded to the call, and the leaders of the Coalition, *Jeanette Hotchkiss* and *Tom Mondani* of CEA; *Mike Ferruci* and *Dom Badolato* of AFSCME; *Corky O'Connor* of the Firefighters; and *Jim Cimino* of the Police all meet together regularly, and have come to like and trust each other.

Because of this, when the crunch came, no Coalition member organization worried that any other member would just get theirs or sell out the package.

One positive spin-off of the crisis in Connecticut is that local teachers, firemen, AFSCME workers, and police—who worked and lobbied together—have returned to their towns and cities to form local coalitions.

At the meeting, a local success story came out of Youngstown, Ohio, where a teacher strike was in progress in 1973. The Youngstown Teachers Association, the AFSCME Council, and other unions agreed to a system of coordinated bargaining. Each group would agree to support the teacher strike, but none would go back in until everyone's contract was settled.

It worked again because of joint effort, close communication, and a growing trust. As a result of this coordinated bargaining, a series of yearly strikes has come to an end in Youngstown.

The Coalition has its problems. It isn't all a bed of roses. But reports of these and other gains created a lot of interest. So there it is, a coalition working locally, at the state level, and nationally.

Private sector union leaders can't speak for public employees. Management and administration can't speak for public employees. Government leaders can't speak for public employees. The voice of the public employee must be that of public employees themselves. We are strong as public employees, and our strength is growing. We are on the move. We have the talent to do the job and do it responsibly. It is a new era.

I would just like to close on a personal note. I am proud to have been a classroom teacher, an elected local association president and, at one time, a delegate to this Representative Assembly. This is a great assembly, and a great Association, one that doesn't have to take a backseat to any organization in America. (Applause)

As a member of the NEA staff, I was your employee; I am still your employee, but I am also now the employee of nurses; doctors; state, county and municipal workers; firefighters; police; and our Coalition members in the IRS. Perhaps this is a sign of the times, a new era of cooperation for all public employees.

Jim and Terry, thanks for the opportunity to be here today. (Applause)

President Harris: I would like to read a couple of additional announcements at this time. One comes from the Bylaws and Rules Committee. People with points of information might be satisfied by the Bylaws and Rules Committee if they would come down and ask their questions. We might save some time if it is really information that you are looking for. (Applause)

As you know, yesterday we had a backlog of points of information. However, if it is an opportunity to make a speech that individuals are after, then that wouldn't satisfy them.

The Chair recognizes Microphone 13, *David Donohoo* of Utah with a motion dealing with the time the meetings start.

David Donohoo: David Donohoo, representing the delegation from Utah. I would like to make a motion that all meetings from this point on begin on time. I have a second to that. (Applause) I would like to speak to it after.

President Harris: I am going to call the motion out of order. You can make the request, but we can't actually start the meetings until we have a quorum. If you made the motion, we still would not be able to carry it out if we didn't have a quorum.

I assure you that we will consider your concern and will start just as soon as we possibly can.

Mr. Donohoo: Could I make the request, then, that they get here and on time. According to my calculations, we have wasted two hours getting started. If we continue on at that rate, it is going to be early Wednesday morning before we get out of here.

I also want to make a point, too. I tried all day yesterday to make this point and was ignored, I suppose for the same reason. But it cost you a vote this morning.

President Harris: I am glad it didn't cost me a vote yesterday. (Applause) I can only say that your observation is extremely timely, and we will do what we can to comply with it.

At Microphone 11, *Horace Tate* from Georgia, speaking for the delegation as a question of privilege.

Horace E. Tate: Mr. President, yesterday, we made an attempt to make a statement before this delegation. This morning we have asked for a point of personal privilege to express a point of view from Georgia. As you can recall, yesterday the Credentials Committee listed Georgia as one of the states not in compliance.

Georgia felt it necessary to say that it is one of the states that definitely did comply. On top of that, it has been a state that has been in the forefront of championing the cause of minority rights, educational justice, and educational equality. (Applause) Most people here know that six years ago, Georgia had two associations: one Black association and one White. At this time we are one association. (Applause)

We want to report to you that since we have been merged for just six years, 50 percent of all persons on all committees have been Black. (Applause) Fifty percent of all persons on the Board of Directors have been Black. One third of all staff members on state and local association staffs are Black.

For the last 16 years Georgia has had two directors and one of those directors has been Black—not one out of four, but one out of two. We mention this to say that the Georgia delegation is in compliance. While we do not want to cast any aspersions or blame, we would like to report to you that the Georgia state association has nothing whatsoever to do with traditionalizing local delegates. These delegates were traditionalized by the National Education Association. We were told about five days before this convention started that we were not in

compliance, but in protecting the record, we discovered that Georgia had only nine persons listed as minority. That is not correct.

As of this time, Georgia has 34 percent minority members in its delegation, and we didn't have to have but 29. We thought it was necessary to mention this because Georgia has tried to carry out all of its obligations to minority groups, and we certainly are in compliance with the Credentials Committee.

We want to make one suggestion rather hurriedly. A motion of some kind should be made in order to place the traditionalizing issue in the hands of the state associations if, in fact, the state associations are going to be held responsible for overseeing and enforcing the minority guarantee. Thank you. (Applause)

President Harris: The Chair wishes to recognize the treasurer of the National Education Association for a brief announcement.

Treasurer John T. McGarigal: Thank you, *President Harris*. The financial report booklets that include the report of the Committee on Program and Budget, the report of the treasurer, the report of the independent auditors, and the Executive Committee report on the Permanent Fund are now available at the materials tables.

The authorized persons from the state delegations are asked to please pick up the materials at your assigned stations. We will need these materials later when I give the reports. Thank you.

President Harris: The Chair recognizes Microphone 13, *Jerry Hall* of Kansas, speaking for the delegation on a question of privilege.

Jerry Hall: President of Kansas speaking for the delegates, Mr. President, and requesting permission to tell the assembled body that Kansas is in compliance with the minority guarantees, was in compliance, and never did say to NEA that we were not. This morning in caucus, we reaffirmed our position in support of minority guarantees for the Kansas delegation to the NEA convention.

We have checked this through the Credentials Committee. They agree that we in fact are in compliance. Thank you very much. (Applause)

President Harris: We appreciate these minority reports. Microphone 12, *Ed Smith* of Pennsylvania, speaking for the delegation, a point of privilege.

Edward J. Smith: President Harris, on behalf of the delegates of Pennsylvania, we take exception to the fact that Pennsylvania and other states were singled out for not being in compliance with minority guarantees. We wish to state for the record that we have made a good faith effort. We have adopted a compliance report to be put into effect next year. The NEA notified us by letter received on the 26th of June. The letter was dated the 24th; we responded back on the 25th. We did not get our delegates' list from NEA until a week ago.

We have made a good faith effort, and we will be in compliance. That is our intention. Thank you, sir. (Applause)

President Harris: Microphone 15, *Carl Harner* of Florida, speaking for the delegation.

Carl W. Harner: Mr. Chairman, fellow delegates, representing American teachers through the NEA, on behalf of your colleagues in the Sunshine State of Florida, I rise to convey our gratitude directly to you for helping us to help ourselves this year in Florida.

Today we have the strongest, most democratic teachers organization our state has ever seen. The American Federation of Teachers attempted to go through the back room and actually buy a state association. That has turned into one of the greatest defeats for that union and one of the largest increases for our Association. (Applause)

When we as individual teachers and local leaders were being bombarded with that propaganda—some of it even printed and sent out by FEA employees in Tallahassee, some of it sent to us directly packet after packet from New York—you helped us get around our state and tell everyone about the union's merger strategy and about their incredible financial imbalance.

They had a budget deficit of nearly a half a million dollars as of last November. They were no longer receiving the services. You—our national body—provided those services. When our own state organization was bombarded with an incredible campaign for what they called merger, you helped us communicate with other locals in Florida.

When all the facts were known to the delegates to our Miami Beach RA last spring—1974—once again the representatives representing the teachers of Florida, on a ratio of one to ten, voted not to merge. Still the union did not quit, despite the voice of governance, of staff, and of leaders. In conjunction with the AFT they conducted a campaign to deunify the state, local by local. When they were finally disassociated with them, the complaints were filed against the FEA teachers.

We called on you to help us build a new association from the ground up. Thanks to you, we were able to convince local after local to take a local vote to see if they wanted to stay in the united teaching profession or if they preferred to stay in the AFT-AFL-CIO.

We won nearly every one of those votes. We built a new state association. We hoped for 15,000 to 20,000 members. Today we have nearly 30,000 members. We expect to pass that figure next fall. (Applause)

We were involved in state representative elections this year, our first here under our new state bargaining law. We won eight of those representative rights for 19,200-plus teachers in those eight elections. We lost only two elections, elections where there were small locals. All told those two districts contain a total of only 753 teachers.

Today we represent more than 44,000 Florida teachers in collective bargaining. That is well over half of the classroom teachers in Florida. We also represent more than 2,000 other school employees. We are by far the largest teachers organization in our state.

We had a fine year in legislation, and we will do even better next year. We are at the bargaining table in about 30 counties in our state. We in Florida have been successful through a program of delivery of services—

President Harris: Mr. Harner, I am going to have to call time. You have exceeded the three minutes. We appreciate your report. (Applause) Microphone 2, *Mr. Mondale* of Minnesota on a question of privilege, speaking as an individual.

William M. Mondale: Thank you, Mr. President. I would like to echo just briefly, as chairperson of the Timberlane and Hortonville Program, a lot of gratitude to the people over the country that brought in excess of $103,000 for the teachers in those two towns. I would like to move off of that just a second to a point of personal pride in the Minnesota delegation, which contributed $23,500. Thank you. (Applause)

President Harris: Microphone 17, *Mr. William Turner* from North Carolina. Microphone 17.

William F. Turner: Mr. President, I would like to move that no smoking ban be insisted on. Smoking is still going on on the floor, and it is bothersome. Thank you.

President Harris: I simply remind you again that we do have a rule that prohibits smoking in the arena. The smoking area is out the doors at the rear to my right. It is Rule Number 12 in our rules.

At Microphone 13, *Charles Moses* of West Virginia, speaking for the delegation.

Charles Moses: Mr. President, chairman of the West Virginia delegation. The West Virginia delegation in caucus this morning requested that the president request of the chairman of the Elections Committee that he give the report as briefly as possible. (Applause)

President Harris: That request will be complied with.

Microphone 10, *Nelle Taylor* of South Carolina, speaking for the delegation on a point of inquiry.

Nelle Taylor: Thank you, Mr. President. My question is, When will the Representative Assembly be informed as to whether or not it is necessary for this body to elect people from the ethnic minority group or from the administrator's group or from the classroom teachers in higher education to meet the requirements for the Board of Directors?

President Harris: This was reviewed by the Board. We are in compliance. There is no need for at-large elections, but if you want specific numbers, we could give that to you shortly.

Ms. Taylor: No, Mr. President. We wanted to know so we would not be caught unaware if we were going to have the opportunity among our various groups to make such nominations.

President Harris: No, there will be no need for such elections.

Ms. Taylor: Thank you, Mr. President.

President Harris: Microphone 17, *Mrs. Odetta Fujimori* from Hawaii, speaking for the delegation, question of privilege.

Odetta U. Fujimori: Mr. President, personal privilege, speaking for the delegation from Hawaii. We would like all of you to know that the AFT will be having their convention in Hawaii in a couple of days. (Applause) We would also like you to know that Madam Pele erupted over the weekend. Generally when there is an eruption on our islands, it means that she is angry and upset about something.

Further, we would also like you to know that a tidal wave has been predicted on the date of the arrival of the negotiator of the AFT delegates. This is for real. So, as for Hawaii, we are not going home yet. (Applause)

President Harris: Microphone 12, *Al Goldberg* of Pennsylvania, speaking for the delegation, a parliamentary inquiry.

Al Goldberg: Mr. Harris, I have a point of parliamentary inquiry on Amendment 31. I would like to have clarification on a point. If you would like to follow what I am saying, you can look in your program booklet on page 92.

I am referring to a part of the Constitution. Section 2, Part (b), which deals with membership eligibility provisions and limitations. According to the Constitution, members engaged in teaching or in other educational work shall adhere to the Code of Ethics of the Education Profession. That is a condition of membership.

Amendment 31 to the Bylaws, if you would like to look at the Bylaw I am referring to, it is on page 114. Section 8-7(d) says that the affiliate shall adopt a policy that recognizes the preeminence of the Code of Ethics. The way this statement is made now, it is consistent with the Constitution. If this section of the Bylaws is changed so that the preeminence is not recognized, then the Bylaw will not be consistent with the Constitution.

My inquiry is this: Is it possible that the Bylaws can be inconsistent with the Constitution?

President Harris: I am going to ask our legal authority to speak to this.

Mr. Goldberg: Thank you.

General Counsel Robert H. Chanin: We don't see any inconsistencies between the provisions you have cited. The Constitutional portion talks about membership at the national level. The amendment before the Representative Assembly relates only to the affiliate level, so there would be a distinction perhaps between national membership and possible affiliate membership.

But the two provisions would not be in conflict.

Mr. Goldberg: In other words, you are saying that it is possible for the rules for NEA membership in a unified state to be different than the rules for state and local.

General Counsel Chanin: If the Representative Assembly members pass the amendment, they will have taken the position that adherence to the Code of Ethics is a requirement for membership in the National Association, and they will have removed the provision that relates to the same point at the affiliate level.

Mr. Goldberg: What you are saying, then, is that someone may be removed from his state and local because of Code violations but he will not be removed from the national? Is that inconsistent with unified membership?

General Counsel Chanin: I think you have stated the possibility in reverse. We do not believe it will be inconsistent with unified membership because the results of what a state or local or national do would have to be in context of the unification requirement.

The unification requirement would be accommodated to reflect what the delegate assembly does in terms of the basic governance documents of the organization.

Mr. Goldberg: Thank you.

President Harris: Microphone 6 seems to be on the same issue. *Kent Greathouse* from California, speaking as an individual.

Kent Greathouse: Thank you. I have a point of order. It seems to me that the activities that are going on are happening in a very haphazard manner. Is there an agenda? If there is, why are we not following it? (Applause)

President Harris: You could call for the agenda; we could leave these points of information. It takes a two-thirds vote. All in favor . . . opposed . . . *we will move to the agenda.* (Applause)

We will now take up the revision of the Code of Ethics of the Education Profession. The Code was originally adopted in 1968, with a provision that it be reviewed continuously, and amended or revised as appropriate, and reports be made to the RA on a five-year cycle.

Last year's Representative Assembly delayed action on the proposed revisions of the Code to permit further involvement of the states to present the report of the Committee on Professional Ethics. The Chair recognizes its chairperson, *Lauri Wynn* of Wisconsin.

Lauri Wynn: President Harris, members of the delegation, I am here to present the proposed Code of Ethics upon which you will be acting. It is the pink copy that should be in your materials. There are two changes in wording in Principle I, Section 5.

Principle I, Section 5, should have inserted after "Shall not" "intentionally" and should have deleted the word "unnecessary," so that it would read "Shall not intentionally expose the student to embarrassment or disparagement."

In Item 6, you should have inserted after "cultural background" comma, "sexual orientation," "unfairly."

The Committee over the last year took under advisement and proceeded to see the concerns of states across the country. We received some responses from states. We have responded to

them, and have included those items within the Code. It is presented to you as the pink copy. The Committee believes that it has done the best that it can do.

This has been around a long time, and we would hope that you would have some guts and vote it up or vote it down precisely so that we can end it. If you reject the revision, then we would continue to have the present 1968 version of the Code.

The Committee believes that the present 1968 Code that you are currently under is detrimental. We advise you very strongly to accept the proposed one because we believe that this one on the pink sheet responds to the much expressed concerns related to violations of the Code and utilization of the Code by administrators on teachers.

Let me briefly outline what you do have before you and what the Committee has done. The Committee in revising the Code is charged with its responsibility by the Representative Assembly. We are charged on a five-year cycle calendar basis to review the Code.

The Code has been postponed for three years. The first year was because of money problems within the organization. The second year it was brought to you it was sent back to the Committee so that the Committee could receive more extensive input from around the country.

We did have a conference, and we came back again last year with a Code that was brought to you. At that time, it was postponed, and we are back one more time with the proposed Code. Quite frankly, the Code currently before you is different from the Code last year only in three word changes.

Mr. Chairperson, before moving the Committee report, I would like to have the opportunity to introduce the members of the Ethics Committee. They are here on stage with us. May I proceed?

President Harris: All right, go ahead.

Ms. Wynn: From Colorado, *John Boggs* (applause); from Maine, *F. Stewart Kinley* (applause); from North Carolina, *Vera McKay* (applause); from Illinois, *Martha Silva* (applause). Mr. Chairperson, it is my belated, excited move to move the adoption of the proposed revision of the Code of Ethics of the Education Profession with the two previously mentioned changes to be included in that motion. I have a second from *Mr. Boggs*.

. . . Motion was seconded by *John Boggs* of Colorado.

President Harris: Do you wish to speak further?

Ms. Wynn: Yes, I do. The Executive Committee of NEA and the Board of Directors have offered a concurrence with the Code as it is presented, with the exception of the words "sexual orientation." The Committee has added these words because of expressed concern from delegates who have been here. Those items, I believe, are the only items the Committee would care at this time to make, Mr. President.

President Harris: Is there further discussion? We have before us a motion to adopt the proposed revision of the Code of Ethics as presented. Microphone 15, *Steve Rosenthal* of Florida, speaking for the delegation.

Steve Rosenthal: Thank you, Mr. Chairman. The Florida delegation would like to know how can the ballot be valid on the voting on Amendment 31 before discussing the changes in the Code of Ethics? We feel that the delegates were unclear and confused as to which Code they should react in their actual voting—the present Code or the proposed Code with the revisions?

President Harris: I am going to recognize the executive secretary to speak to that.

Executive Secretary Terry Herndon: The amendment that was on the ballot was an amendment to remove the obligation of the affiliates to recognize the preeminence of the Code. That concept probably is best considered independently of the nature of the Code in effect at any point in time. The Code could be amended by any meeting of the delegate assembly. If our Bylaws require that it be regarded as preeminent by the affiliates, then the affiliates must recognize its preeminence as it stands at any point in time or as it is amended at any point in time.

Certainly, the degree to which the affiliates are obligated to acknowledge the preeminence of the Code has significance for the implementation of the Code and its enforcement of the Code, but a decision as to whether that obligation should be imposed upon the affiliates is one that must be considered conceptually rather than as a specific rider on any given Code at a point in time.

Mr. Rosenthal: Mr. Herndon, wouldn't the subsequent areas of the Code directly affect the vote taken? I don't see how we can substantially suggest a dichotomy of the issue.

Executive Secretary Herndon: My point, sir, is this: If your vote on the amendment is determined by whatever this Assembly does with the proposed revision in the Code, then you are

perhaps ill-advised to that you may vote on the amendment on the basis of what this Assembly does with the Code. The next Assembly could adopt changes in the Code, even though the Bylaws still stand as you amended them at this Assembly.

The obligation will continue or the obligation will not continue, regardless of how you feel about the Code at a point in time.

Mr. Rosenthal: But it is true that we live from year to year?

Ms. Wynn: Mr. President, I wonder if I might add some information that I neglected to offer in my preliminary remarks. The Ethics Committee has great concern with the proposed amendments to which the gentleman makes reference. We believe that it leaves standing the Code of Ethics without the bottom appendages, and we believe that that is very detrimental.

We further would like to say to the delegation that the Code is mentioned in the Constitution of NEA in five different sections. In addition to discussing the possibility of violations, the Code is mentioned in the Bylaws in two different sections referring to the preeminence of the Code as a condition of affiliation.

We believe and understand the concern people have about how the current Code has been used.

We are proposing a new Code, one we believe will mitigate very serious concerns that people have had about the old one.

We believe that the new Code ought to have an opportunity to live to see if any further additions or changes or even complete deletions from the Constitution are appropriate. We do not believe that the new Code has been given a fair opportunity to grow.

President Harris: The Chair recognizes Microphone 2, *Robert Carter* of Massachusetts on a point of information on the enforcement of the Code.

Robert Carter: Thank you very much, Mr. President. My point of information is a question along this line: What procedures will be established to effect enforcement of the Code in terms of establishment of hearings and other juridical procedures to deal with alleged violations of the proposed Code of Ethics?

President Harris: May I ask the chairperson to respond?

Ms. Wynn: The Ethics Committee over a period of years has had established a procedure for hearings. With the new Constitution and the Board of Review, there is a different situation. However, procedures are formed; holding hearings and proceedings therefore will be established.

I think it important and it has not been mentioned that the new Constitution places original jurisdiction with the Board of Review in those matters of ethics. After August 31, the Board of Review will be instituting and following out, carrying out procedures related to ethical hearings or charges.

Mr. Carter: Further, Mr. President, have such guidelines through the Board of Review been established as yet?

Ms. Wynn: Mr. President, if I might respond.

President Harris: Would you, please?

Ms. Wynn: No, sir, they have not, but it is my understanding that they will be and that the General Counsel's Office will be preparing those and that those are not difficult procedures to establish. They are legalistic and can be prepared at the appropriate time.

Mr. Carter: Thank you very much.

President Harris: Microphone 2, *Wilma Wittman* of California who wishes to amend.

Ms. Wittman: Wilma Wittman of California, speaking for the delegation. Mr. President, I wish to submit the following amendments to the proposed Code of Ethics of the Education Profession. Number 1, to delete the last eight words of the preamble. Those words are "and provides standards by which to judge conduct."

Number 2, I would like to delete in the first line of Principle 1, the words "realize his or her," and insert in place of them "towards realization of the student's."

Number 3, I would like to delete in Principle 1, Number 2, the word "unreasonably."

Number 4, in Principle 1, Number 3, to move the word "deliberately" following the word "or," so it then reads: "Shall not suppress or deliberately distort subject matter relevant to the student's progress."

Number 5, in Principle 2, Number 3, delete the word "not" and add after the word "assist" "in preventing."

Number 6, in Principle 2, Number 4, I would like to insert the words "of fact" following the word "statement." I would like to defer to my second to speak to it.

. . . *Motion* was seconded by *Jean Kaldahl* of California.

President Harris: Microphone 2.

Jean Kaldahl: Jean Kaldahl, speaking for the delegation from California. This is the official stand taken in our caucus yesterday morning. The effect of this, of course, is that we will not breach an absolute but that we are working toward these standards.

I especially want to speak to the first deletion on the front page: "and provide standards by which to judge conduct." We are at a crossroads at this convention. We must decide if indeed we are a teacher advocate organization or not.

So much of the old Code is now covered in laws and in personnel policies and other places with this line still in. We are putting the burden of proof on each other. Our California delegation maintains that we cannot do this and do this to each other in the profession until we also have control over who enters the profession. We must be the ones who decide the programs and also the in-service programs in the district.

We encourage these changes, please. (Applause)

President Harris: I will call on *Chairperson Wynn* to respond.

Ms. Wynn: The Chair would hope that as we proceeded with the amendment, Mr. President, that we would deal with it in parts as it is submitted. I think that the main thing that is very important from what the Code is offering is that it is not the intent of the Code to put members out of the profession, but rather that we provide the standards by which to judge their conduct. It is the responsibility of the organization to establish the rules for those who are members, and that is what the Code does.

As I understand the amendment, it is an effort to make it more expansive. Is that not the intent of it, Mr. President? Did the maker of the motion say that the intent of it is to make it more expansive?

President Harris: I am going to ask the maker of the motion to respond to that.

Ms. Wittman: Yes, that is the intent.

President Harris: On the matter of dividing the question—we can certainly proceed that way. At Microphone 17, I have a request from *Dave Smith* from Pennsylvania on a point of order, speaking as an individual.

Dave Smith: Mr. President, I believe that by eliminating the phrase "and provide standards by which to judge conduct," you are essentially making this amendment an unenforceable Code. Our Constitution says the Code is an enforceable document. Would you rule on that, Mr. President.

President Harris: I am going to ask the chairperson of the Committee to make a statement, then I will make a ruling.

Ms. Wynn: Yes, it guts it.

Mr. Smith: Then is the amendment out of order?

President Harris: It doesn't make it out of order. It could be considered hostile, but not out of order.

Mr. Smith: Thank you.

President Harris: Microphone 10, *Beth Nelson* of Virginia.

Beth Nelson: Beth Nelson, speaking as an individual. A profession should have a Code of Ethics. This is a Code by which I am willing to live. Further, I am willing that it be an enforceable Code for myself and for my fellow educators. The preamble expresses my philosophy, and the principles dealing with our commitment to the students and to the profession are well stated.

I urge the adoption of the revised Code of Ethics without amendment. (Applause)

President Harris: Microphone 7, *Ellen Wisser* of Connecticut wishes to amend.

Ellen Wisser: Ellen Wisser, speaking for the Connecticut delegation. I move to amend the proposed revision of the 1968 Code of Ethics by adding—

President Harris: Just a minute, please. We have *Ms. Wittman's* amendment before us, and action on that would be in order at this time.

Ms. Wisser: All right. I will be here when you are ready.

President Harris: All right. Do we have anyone else wishing to speak? I would point out that the chairperson who requested that the question be divided has withdrawn her request. Therefore, we have before us the entire list of revisions proposed by *Ms. Wittman.*

We have before us the entire list of amendments.

At Microphone 17, *Alan Erthers* of Ohio, speaking as an individual. Microphone 17.

Alan T. Erthers: Mr. Chairman, I move the previous question. (Applause)

President Harris: I am going to put that. All in favor . . . opposed . . . *we have closed debate on the amendments.* I am going to read them, and I am going to ask *Ms. Wittman* to stand by in case I make an error in her amendments.

Delete the last eight words of the preamble, which were "and provide standards by which to judge conduct." They are to go out of the preamble. The second change was to delete in the first line of Principle 1, the words "realize his or her" and insert in their place "towards realization of the student's."

The third, delete in Principle 1, Number 2, the word "unreasonably." Four, in Principle 1, Number 3, move the word "deliberately" to follow "or," so it then reads, "Shall not suppress or deliberately distort subject matter relevant to the student's progress."

Five, in Principle 2, Number 3, delete the word "not" and add after the word "assist" "in preventing." Number 6, in Principle 2, Number 4, insert the words "of fact" following the word "statement."

We have closed debate. I am going to call for the vote on the amendments. All in favor . . . opposed . . . *the amendments have been defeated.*

Microphone 12. *Steve Duyka* of SNEA, Texas, speaking as an individual.

Steve Duyka: You have already taken care of what I wanted to speak to you about.

President Harris: Thank you. Microphone 2, *Bill Newton* of Minnesota, speaking as an individual on a point of order. That one is taken care of. Back to Microphone 7, *Ellen Wisser* of Connecticut wishes to amend, and we are back to the original motion.

Ms. Wisser: Ellen Wisser, speaking for the Connecticut delegation. I move to amend the proposed revision of the 1968 Code of Ethics by addition of a paragraph to the preamble. I have a second at the microphone, and wish to speak to the motion.

. . . *Motion* was seconded by *Arthur Lavalette* of Connecticut.

President Harris: Do you wish to read your paragraph?

Ms. Wisser: Yes, I will. The paragraph to be added to your preamble reads as follows:

> The remedies specified by the NEA and/or its affiliates for the violation of any provision of this Code shall be exclusive, and no such provision shall be enforceable in any form other than one specifically designated by the NEA and/or its affiliates.

President Harris: Does the seconder wish to speak to it?

Ms. Wisser: Ladies and gentlemen, the addition of this statement supports the intent of the original Code. It is our desire that this body have the right to adopt the Code for its affiliation, but if it has the right, it also has the right to legally restrict its use. By this addition, we hope to create this restriction and prevent any other agency, whether it be law or superintendents, from using it against one single NEA member. Thank you. (Applause)

President Harris: I am going to give the chairperson of the Ethics Committee an opportunity to respond.

Ms. Wynn: Mr. Chanin and I always have interesting discussions. This time we agree. The discussion here has been that the amendment before us would place the limitation as to the possible escalation of a violation. That is, it could stop at the NEA rather and proceed through some other judicial body. That appears to be a friendly and perhaps a housekeeping amendment. (Applause)

President Harris: The discussion is on the *Wisser* amendment, which was the addition of the paragraph that was read. That addition would come to the preamble at the end of the second paragraph. Microphone 8, *Edna Wade* of Michigan, speaking as an individual and speaking against the amendment.

Edna Wade: We had this before us a year ago. We have had plenty of time to get our concerns to the Ethics Committee. The Michigan delegation supported the Code of Ethics as it was presented to us, and I think every one of us looking at it can see there could be changes.

I would like to have a word different here, another phrase added there. I believe in the Ten Commandments. You will like them, but they don't belong in the Code of Ethics. This Code of Ethics is a step in the right direction. We could be here all year arguing about our own small additions or large ones.

I would suggest strongly that we move away from any amendments and move to act on the Code of Ethics of the Education Profession. (Applause)

President Harris: Microphone 2, *Joe Trimbly* of California.

Joe Trimbly: I should like to move to close debate on all matters before the House. I have a second, *Mick Lynn.*

President Harris: The move to close debate can only apply to the matter that is before the House, and that is the amendment. If that were successful, debate on the motion as it stood at that point would still be in order.

Mr. Trimbly: All right.

. . . *Motion* was seconded by *Mick Lynn*.

President Harris: Shall we close debate? All in favor . . . opposed . . . I will put the question. Shall we adopt *Ms. Ellen Wisser's* amendment? All in favor . . . opposed . . . the Chair is in doubt.

All in favor please stand . . . opposed . . . *the Chair is going to rule that it passed*. (Applause)

We have before us an amended.

Ms. Wynn: Did someone call for division?

(Cries of "Yes.")

President Harris: We have already had a division. (Applause) I am going to put the question. Shall we have a roll call? It will take a third of the delegates to cause that to happen, and I want it on a standing vote. All in favor please stand . . . opposed . . . *the request for a roll call is defeated*. (Applause)

Microphone 17, *Kathleen Hewston*, Pennsylvania, as an individual.

Kathleen Hewston: Mr. President I think it is a point of order. So much has happened since I called in. If I remember correctly, the last motion that was just passed was an amendment to the 1968 Code. I believe the main motion before this Representative Assembly is to accept the revision of the Code of Ethics, not the 1968 Code.

I don't believe that she could amend the 1968 Code. That is, all the motion is on the main motion before this House.

President Harris: We have before us the amended, proposed, revised Code of Ethics as presented by the chairperson from the Ethics Committee. The amendment was understood as being added to the second paragraph of the preamble to the matter that was presented to us.

Ms. Hewston: Not to the 1968 Code? The manner of the amendment said the 1968 Code, not the revised proposal before us right now.

Ms. Wynn: Mr. President, it does read "a proposed revision of the 1968 Code of Ethics." (Applause)

President Harris: I am going to ask *Ms. Wisser* to explain her intent.

Ms. Wisser: As it was read, it was read that it would be a proposed revision to the revision of the 1968 Code of Ethics, which is on the floor at this time.

President Harris: Oh, I see. All right, we are in order. Microphone 18, *James Smith* of Alabama, speaking as an individual on a point of information.

James A. Smith: Speaking as an individual from Alabama, I am requesting information because of concern about what happened on the two votes called for a few minutes ago. There are many persons near me who share my concern. Obviously, we didn't want to go through a roll call that would have delayed procedure that has already been delayed enough one way or another.

But, how do you appeal the ruling of the Chair when you are trying to be your loyal subjects? Obviously there is a miscarriage of justice here in that it was ruled that something was passed that was obviously voted down. Then, without our having an opportunity to take the initiative to a point of order, we were asked whether or not we wanted a roll call.

No, we don't want a roll call, but we do want somebody who can see people who were standing and waving papers. We do want a fair shake. (Applause)

President Harris: I would simply want to make one or two comments. We recognize that it was a close vote; therefore we requested that the vote be repeated. We have a vantage point up here that is somewhat better than your vantage point.

Mr. Smith: No.

President Harris: There was some disagreement on the first vote among those here. We paid much closer attention to the second vote, and we spent longer assessing what we saw in front of us. Then there was agreement. Then only one-third of the House could have called for the further action that was requested. Since one-third did not request that, it would be the ruling of the Chair that every effort had been made to be as fair as possible. We would hope that you understand that within our limitations we are acting in the manner we feel is most appropriate to carry out our activities here today. (Applause)

Microphone 6, *Baruch Kaelter* of California, speaking as an individual.

Baruch Kaelter: Mr. President, it seems a little incongruous here to be talking about a Code

of Ethics when I see two people waving two papers and making it difficult for the Chair to see who is waving two papers. Let's be honest and let's be certain we are ethical.

President Harris: I am certain everyone heard you. Microphone 18, *Joseph P. Zetts* of Maryland, as an individual.

Joseph P. Zetts: Mr. Chairman, *Joseph Zetts*, speaking as an individual regarding voting procedure. May I suggest to you that a person or persons chosen by you sit in the rear of the balcony or the rear of the auditorium, high enough to help you ascertain the true votes of the assembly.

Mr. Chairman, it is hard for you to see with a battery of lights facing you. A little assistance from the person or persons would certainly help in this cause. I thank you.

President Harris: The position from the platform here is probably our best vantage point, and nearness to the Bylaws and Rules Committee gives us an opportunity to communicate and for me to take advantage of their decision on a vote.

I might ask that the Bylaws and Rules Committee relocate and take a higher seat. Maybe if your table were moved to the highest level on the platform, it would improve your ability to do this. So when we actually get to the vote, I will ask the Bylaws and Rules Committee to come up here where we are. We will be careful as we possibly can with the vote.

If we still have problems, we will make some other kinds of adjustments. (Applause)

Microphone 6, *Stan Foskett* of Texas.

Stan Foskett: Stan Foskett of Texas on a point of information. I was wondering if it was possible before taking a vote on the main motion, because this last amendment was so long, to have it repeated more slowly to actually get it down so we might know. If it is not too long, I would appreciate a repeat of the editorial changes made by the Committee.

President Harris: It shall be repeated.

Anyone else wishing to speak? Persons speaking please stand closer to the mikes so we can understand you. Microphone 17, *Shirley Willis* of Ohio, speaking as an individual.

Shirley Willis: Shirley Willis of Ohio. I wish to amend Principle 2, by addition of a new Section 9 at the bottom of that page. "Shall not accept a position, when so requested by the appropriate professional organization." My second is at this microphone and we wish to speak.

. . . *Motion* was seconded by *Mel Arthurs* of Ohio.

Mel Arthurs: Mel Arthurs from Ohio. Mr. Chairman, the time of teachers accepting positions in schools and becoming scabs is now on us, so we can now consider it unethical behavior. A mention of it in the Code is now and always should have been a reality.

Supporting this amendment will weed out some of those people. It will also cause them to think twice before they accept a position as scab in a local association.

President Harris: I am going to ask the chairperson of the Committee to speak to it, please.

Ms. Wynn: The chairperson and the Committee have deep sympathy for the intent of the amendment as suggested. We did discuss it. However, NEA has adopted a policy by the Board that does relate to strike-breakers. I believe it would respond in a more effective and judicious manner to the matter than your amendment.

It was the feeling of the Committee that it is less than prudent to have employee-employer related items—scab-breaking being one of the negative aspects of it—injected in the Code. It is our belief that the Board policy relative to strike-breaking is quite adequate. If it is implemented as it is intended, we feel quite sure that it can respond to the need you are identifying.

President Harris: Microphone 3, *Jeanette Hotchkiss* of Connecticut, as an individual.

Jeanette Hotchkiss: Mr. President, I am not sure where we are at this point? Is there an amendment on the floor now?

President Harris: We have an amendment on the floor.

Ms. Hotchkiss: All right. I was rising to close debate on the main motion, and the call was put in before that amendment was made. I will wait.

President Harris: Microphone 13, *Kermit Valleen* of Wisconsin.

Kermit Valleen: Am I correct in understanding that a motion was just made to close debate?

President Harris: No.

Mr. Valleen: I would move to close debate.

President Harris: The question is, Shall we close debate on the amendment? The amendment is the one additional sentence that would be Number 9 on the list of principles. It would read as follows: "Shall not accept a position when so requested by the appropriate professional organization." Shall we close debate? All in favor . . . opposed . . . *we have closed debate.* We have before us the amendment just read. All in favor . . . opposed . . . *the amendment is defeated.*

We have before us an amended proposed revision of the Code of Ethics. There has been a request that the amendment be read. The amendment is as follows: "The remedies specified by the NEA and/or its affiliates for the violation of any provision of this Code shall be exclusive and no such provision shall be enforceable in any form other than one specifically designated by the NEA or its affiliates." That was carried.

Microphone 4, *Leonie Heimann* of New Jersey.

Leonie Heimann: I am the chairman of the New Jersey Education Association Ethics Committee. Our Committee and our attorney posed several questions concerning the new Code. I suggest you follow along with your paper. (1) The provisions listed under Principle 1, Commitment to the Student, are too general and poorly defined. Section 2 is very specific in contrast. All eight provisions listed under Principle 1, Commitment to the Student, would require varying degrees of judgment pertaining to competence.

We believe that questions involving the competence of an educator should be determined under procedures outlined in statutes and collective bargaining agreements.

Read literally, Principle 1.7 is too broad and all-encompassing. Thousands of educators who are involved in what the rest of American society considers legitimate professional and business enterprises for which services are rendered for pay would be subject to ethical charges, since their students are involved.

Indeed, in reviewing this provision as it now reads, accepting money for teaching itself might be questioned. Somehow we fear that some school board representatives would find great satisfaction in bringing this item to our attention in negotiation. The intent of Principle 1.3 is unclear. There appear to be several problems with Principle 2.5, in that the terms "noneducator" and "unauthorized practice of teaching" are not defined.

We also have some procedural questions. We were very confused about the term "original jurisdiction." The national Committee, however, have told us that ethics cases would be handled at the national level.

We were also concerned about suspension and expulsion. The Committee also told us that expulsion and suspension would be from the national state, county, and local associations.

Our attorney has also advised us that an enforceable Code would result in conflicts insofar as local affiliates which function as a majority representative under our negotiation statute are concerned.

We would finally suggest, therefore, that clear rules of procedure should be established—

President Harris: I am going to have to call time. You were speaking as an individual, and you have been speaking for two and a half minutes. (Applause)

Microphone 6, *Garland Moore* from California, speaking as an individual.

Garland Moore: Mr. President, I wish to second what I feel is a rather unique motion. I wish to amend the Code of Ethics by addition. This would provide a new Item 9 under Section 2, Commitment to the Profession under the revisions to the Code. That motion is: "Shall not refuse to abide by local, state, and national constitutions and bylaws of the united teaching profession nor flagrantly violate parliamentary procedures in a manner detrimental to the best interests of the associations."

Ms. Wynn: If I might respond—is the gentleman through?

President Harris: I am waiting on a copy of your amendment. I don't have it.

Mr. Moore: Copy was provided yesterday, Mr. President.

President Harris: I still don't have it.

Mr. Moore: I have the duplicate in my hand.

President Harris: All right, would you proceed.

Mr. Moore: May I speak to the motion?

President Harris: Yes, you may.

Mr. Moore: I referred to Principle 2, Commitment 2 under the revisions. I wish to quote a portion of the statement under Principle 2, that portion that reads "to promote a climate that encourages the exercise of professional judgment." I feel that that climate should exist within and at all levels of association meetings. As president of my local association, I recognize the need for such an amendment at the local association level. Yes, I was thoroughly convinced that it is also ethical at the state and national levels. Thank you. I have a second.

President Harris: Does your second wish to speak?

Mr. Moore: I don't believe so.

President Harris: I have *Bernidine Wood* of California listed as the second.

Mr. Moore: That is correct.

President Harris: Chairperson.

Ms. Wynn: Yes. The items to which I have been referred, which relate to the item you stated—"a member shall not refuse to comply with the Constitution and Bylaws of the organization or shall not flagrantly violate parliamentary procedure"—are not items that the Committee believes are appropriate within the Code.

We believe that the Code is not for the organizational political concerns that one might have—that is, the removal of an officer of an organization because of some trepidation about what they might have engaged in. The Bill of Teacher Rights, which is NEA policy, is a more appropriate vehicle to pursue your concerns. We would hope that you would be very careful not to allow the Code to be the garbage disposal for many concerns which already have vehicles that can be used to resolve those matters. (Applause)

President Harris: Microphone 3, *Jeanette Hotchkiss* of Connecticut, speaking as an individual.

Jeanette Hotchkiss: President Harris, I rise to a point of order. You called on me a few minutes ago, and my call had been placed just prior to an amendment that was then being addressed. I deferred until after that amendment was taken care of.

Now, there is another amendment on the floor, and you still haven't called on me. I expected to be called on as soon as that action on the amendment being discussed was finished.

President Harris: Just a minute, please. The problem is that we have 30 people waiting to speak on the main motion. For some reason or other it was thought that you wished to speak on the amendment, and your name was placed up near the top. You would be, and so you were called then out of order in relation to other people who wanted to speak on the motion. We will put your name back in the list of people wishing to speak to the main motion then, if that is your desire.

Ms. Hotchkiss: My original call was to close debate on the main motion.

President Harris: It is suggested that you are 25 in line.

Ms. Hotchkiss: Now, yes. But I don't believe it was at that time.

President Harris: No, then. We have a considerable list of names here. Yours was pulled out of line because for some reason or another it was listed as a point of order. That is why it was pulled out of line—no, there is the recent one that just came in on the point of order. We will place you back in line.

Microphone 12, *Frank Valdez* of Washington, speaking as an individual on a parliamentary inquiry.

Frank Valdez: Mr. President, I need to know something for the benefit of clarification here. Are these reports being adopted as policy or are they just being presented to the assembly as reports of committees? Do we have to spend all this time with amendments to a report? Would you answer the question, please?

President Harris: This is not a report of a committee. This is in response to an action item that came from the delegate assembly and is being given as an action item. It is pending adoption, and it will be a change in policy. I am going to ask the chairperson to respond to that.

Ms. Wynn: Perhaps I was no as clear as I hoped to be in my preliminary remarks when I told you that the Code as it is presented to you is a three-year-old Representative Assembly mandate. The Committee has a responsibility every five years to bring revisions to this body, and we have done that.

This is the second time this document appears before you. It is appropriate that it be amended from the floor if that is the body's wish, but it is also most appropriate to close debate.

President Harris: Microphone 5, *Stephen Timothy* of Wyoming.

Stephen Timothy: Mr. President, I call for the previous question on the motion.

President Harris: The question is, Shall we close debate on the amendment? All in favor . . . opposed . . . *debate is closed.* We have before us the proposed amendment. All in favor . . . opposed . . . *the amendment is defeated.*

Microphone 12, *Al Goldberg* of Pennsylvania, speaking for the delegation.

Al Goldberg: This issue of ethics is a very emotional one. I have been on the Ethics Committee in Pennsylvania for the past three years, and I have been on the PR&R Commission for the past five years. In that time, I have seen great professional neglect in our profession. To give you some idea of the neglect which our professionalism has undergone, the NEA abolished its PR&R Commission, phased out and transferred the professional staff serving the ethics program, and now will abolish the NEA Ethics Committee.

Many state ethics programs have also fallen prey to this erosion. The RA requires that the Code of Ethics be revised. However, we have spent three years with the last revision. It is important to know that that revision was not funded. It is important to know that the revision before you now was not made by members of the teaching profession who had met for that purpose.

I understand that the Ethics Committee has made a valid effort and a strong effort to put together a revised Code of Ethics. We have had the present Code of Ethics in nearly its present form since 1963. We have not had a great deal of difficulty with that Code. I ask each of you as individuals to look for the difficulty that that Code has given you.

I am speaking against this revision. I am saying to you that we should revise our present Code properly. I say to you that we should fund a proper revision of this Code. Until that time, we should live with the Code we have.

We have lived with it for 13 years in Pennsylvania. We have a Collective Bargaining Act; we have had it since 1969. We have processed over a dozen ethics questions through hearings. We in Pennsylvania have not had the difficulties that are professed to be the problems we will have with the present Code.

Much of the present Code is being revised as the result of the legal opinions of people who say that we may have difficulty with sections. But I say to you that we have not had those difficulties yet. The Code of Ethics is ours, and lawyers are not the ones to give—

President Harris: All right. I will have to call time. You have been speaking for three minutes, and I believe the chairperson wishes to respond.

Ms. Wynn: Just to make sure that all facts are straight, we did hold a national conference in January of 1973 at which 35 states were present. At that time we offered that body the opportunity to offer input and to make suggestions. Many states did make very strong suggestions.

We came from that conference with the clear realization that an enforceable Code was the wish of the body and that employee-employer relationships had caused great concern throughout the country. Our effort has been more than valiant; it has been analytical.

We have offered to you after a great period of time a document we believe reflects some of *Mr. Goldberg*'s concerns. I want to offer you very briefly some items to show how the current Code has, in the opinion of the Committee, been used against teachers—for instance, Code ethical charges on improper use of sabbatical leave; ethical charges on involuntary transfer of teachers; ethical charges on discipline of a student; ethical charges on misconduct of local association officers; ethical charges taken against teachers as related to the unauthorized calling of a local association meeting.

We would like you to understand that we believe these things are not at all appropriate. The 1968 document under which you are working is obsolete, archaic, and to the disadvantage of teachers. Though we did not have a lot of money, we did have enough money to call the conference and we did have enough money to send out more than a million copies of the Code you have in front of you.

We did have enough money to send it to every state executive secretary in the country, to every state president, to every president of a local urban organization and others, to every urban director. We believe that we have done a valiant task and we stand here before you knowing that. (Applause)

President Harris: We now have 50 people waiting to speak. At Microphone 5, *Harriet Schneiderwind* of Nebraska as an individual.

Harriet Schneiderwind: Mr. President and delegates: I speak in favor of adoption of the new revised Code of Ethics. As you know, delegates to the 1974 RA asked for a Code revision. It is now time for action. I urge you to adopt the new Code. Use this, know it, let it never be said that teachers have no ethics. Act now—vote Yes. (Applause)

President Harris: Microphone 10, *Clarence Watkins* of South Carolina, speaking as an individual, point of inquiry.

Clarence E. Watkins: Mr. Chairman, the point of inquiry that I had in mind has been answered, but I am also on the record up there to speak on the main motion.

President Harris: All right. When we get to you on that slip, we will call on you.

Mr. Watkins: Thank you.

President Harris: Microphone 11, *Carol Lindberg* of California, speaking as an individual.

Carol Lindberg: Carol Lindberg of California, chairman of the Personnel Standards Commission. I urge the Representative Assembly to vote against the NEA Ethics Commission be-

cause it deletes many vital items in today's world. Delegates, I ask you, Can you vote for the version that deletes items such as this: "The educator shall not use professional relationships with students for private advantage . . . Shall permit no commercial exploitation of its professional position . . . Shall not interfere with its colleagues' exercise of political rights and responsibilities"?

These are but a few of the many items that will be deleted by voting for the main report or motion. The NEA Ethics Committee states that these items should best be covered in the Association's contracts and constitutions and bylaws. We agree that protection of teachers' rights belongs to the contracts, but we also believe that teachers' commitments to students and professional public belong to a Code of Ethics that can be enforced by the Association.

To guide associations, we need direction from a comprehensive Code of Ethics. If many items are deleted, what assurance do we have that all local associations will include all these items in their constitutions and bylaws? What assurance do we have that teachers' rights will now be protected in the contracts? Where they have no legal contracts, we have no such assurance. Why delete 60 percent of the present Code before these facts become a reality, so we can be assured teachers' rights will uniformly be protected across the nation?

If you believe as I do, I urge you to defeat the present report. Thank you.

President Harris: Microphone 2, *David Geikie* of Massachusetts as an individual.

David E. Geikie: Mr. Chairman, may I use this time to move the question? (Applause)

President Harris: The question is, Shall we close debate? It is not debatable. All those in favor . . . opposed . . . *debate is closed.* We have before us an amended proposal. I will put the question. All those in favor . . . opposed . . . *the motion is carried.* (Applause)

We have all received bound copies of the 1974–75 reports of the NEA committees, councils, and task forces. We shall now consider these reports. The chairpersons of these groups are all seated on the platform and are prepared to respond to any questions you may have.

The procedure that we wish to follow is this: first, we will have full discussion of the reports. We will consider them in the order in which they appear in your bound books.

There has been a request for a division on the last vote. This is in order as long as we haven't moved into a New Business Item. All of those in favor of adopting this revised Code of Ethics . . . opposed . . . *the motion has carried.* (Applause)

Second, at the conclusion of discussion, a single motion will be in order to receive all the reports but one. These reports will be received for referral to the Board of Directors for implementation as feasible.

One of the reports will be dealt with separately, and we will talk more about it at that time.

The Chair will now entertain discussion on the first report coming from the Educational Finance Committee. I am going to ask the chairperson, *Mr. Banner,* to come up and be available to field any questions. If you have questions on the Educational Finance report, these questions will now be in order.

While we are waiting for questions on this item, regardless of who wins the election, there is going to be one stupendous president's ball held tomorrow evening at the Century Plaza Hotel. There will be a concert and show from 8:30 to 10:30 and then dancing till 1:00 A.M.

You can buy your tickets here or at the door. Obviously someone from Texas wrote this, because it is signed, "Y'all come." (Applause)

If there are no questions for the Educational Finance report, we will move to the Human Relations report. If there are no questions on the Human Relations report, we will move to the Instruction and Professional Development report. We will move to the International Relations Activities. By the way, the Educational Finance chairperson was *Melvin Banner;* *Charles Tyler* from Human Relations; Instruction and Professional Development, *Minnie Koblitz* and *Robert Lipscomb;* International Relations, *Dr. Wade Wilson.*

If there are no questions, we will move to the Legislative report. We have *Catharine Barrett* as the chairperson. If there are no questions, we will move to the Teacher Rights report. *Conrad Long* is the chairperson. We will move to the report of NEA Task Forces. First we have the chairperson, *Paul Tanaka,* the Asian American Task Force report. Thank you, *Paul.*

From Bilingual/Multicultural Education, chairperson, *Manuel Banda, Jr.* Are there any points for discussion? Thank you. We have a couple of requests to just accept them all in toto. We will accept that in just a second.

The chairpersons have been very active, and I think this little bit of recognition is not too much to expect. *Billie Masters,* representing the First American Education Task Force. No questions? The Testing Task Force, *Charles Sanders.*

The Chicano Task Force, *Elias Esquer*. Women's Rights, *Lithangia Robinson*. Questions are in order if you have them. A motion would be in order to accept these reports. We have had an opportunity for discussion on the reports.

We are now ready to entertain a motion to receive these reports except for the Task Force on Organizing and Servicing Substitute, Part-Time, and Paraprofessional Personnel. When we complete our action on these other reports, I call for the chairperson of that activity, *Robert Oravetz*, to make a statement.

The adoption of these reports is moved by *Juanita Kidd* of Oklahoma, seconded by *Ernest Jenkins* of Minnesota. Is there discussion? Seeing no one wishing to speak, I will call for the vote. All in favor . . . opposed . . . *the reports are adopted*.

The Chair now recognizes *Robert Oravetz*, chairperson of the Task Force on Organizing and Servicing Substitute, Part-Time, and Paraprofessional Personnel, for the purpose of making a motion.

Robert Oravetz: President Harris, ladies, and gentlemen: The 1974 Representative Assembly New Business Item 23 established a Task Force on Organizing and Servicing Substitute, Part-Time, and Paraprofessional Personnel, and directed that task force to perform two functions.

The first function was to study the problems related to organizing and servicing the substitute, part-time, and paraprofessional personnel. The second was to present to this Representative Assembly recommendations regarding those matters.

In light of this latter directive from the Representative Assembly, the Task Force, during the past several months, considered itself obligated to develop specific recommendations. These recommendations appear on pages 74 and 75 of the printed booklet containing the various task force reports.

It was with considerable reluctance that our task force submitted these recommendations to you, because we felt that in the time available we simply could not complete the needed analysis of the pertinent problems before the Association.

Following consultation recently with the Executive Committee, as a task force we believe it best to withdraw these recommendations and in their place recommend another year of work. The Task Force found the charge to be an extremely complex subject and one that certainly has current long-range implications for both the structure and operation of the NEA and its affiliates at the state and local levels.

Our deliberations regarding specific options constantly suggested to us many new problems that need exploration. These explorations frequently required us as a task force to reassess conclusions that we had previously reached.

Frankly, the Task Force views the recommendations that we have made to be premature. We feel that further work must be done before this organization commits itself to a definitive position regarding many of the points on this critical issue.

Accordingly, it is the recommendation of the Task Force that this Representative Assembly (1) receive our report as an interim document and (2) grant the Task Force one more year to fulfill its charge so that it may do such further work as is necessary to develop well documented recommendations regarding substitute, part-time, and paraprofessional personnel for submission to the 1976 Representative Assembly in Miami. Thank you.

Mr. President, I move that these recommendations be accepted.

President Harris: The Chair recognizes *Ruth Foster* of Iowa for the second. Is there discussion? Seeing no one wishing to speak, I will call for the vote. All those in favor . . . opposed . . . *the Ayes have it*.

You have taken care of the reports from the committees and councils and task forces.

NEA's budget is its most important document, for the budget determines the allocation of program funds for the year. Accompanying the report on the budget are three related documents: the financial report, the treasurer's report, and the annual report.

To present these reports to the assembly, the Chair recognizes the Association's treasurer, *John McGarigal*.

Treasurer John T. McGarigal: President Harris: On behalf of the Board of Directors, it is my duty to report to this body the report of the independent auditors for the period September 1, 1973, through August 31, 1974. The report of the Audit Committee was presented to the NEA Board of Directors in November 1974 and approved for transmittal to this Representative Assembly. The report is that of Price, Waterhouse & Company of Washington, D.C. It is found on pages 28 through 40 of the financial reports booklet.

President Harris, I hope that our members have had the opportunity to look over this report. I move its adoption at this time.

President Harris: The Chair recognizes *Maxine Henry* of Iowa for the second. Is there discussion? Seeing no one wishing to speak, I will call for the vote. All those in favor . . . opposed . . . *the Ayes have it.*

Treasurer McGarigal: President Harris, fellow delegates: As treasurer of the National Education Association, I am most happy to present to you my first treasurer's report for the period September 1, 1974, through May 31, 1975. I would ask that you turn your attention to the financial reports booklet containing the reports of our Association.

At this time, may I point out some of the highlights of these reports. Please turn to page 41, which is Exhibit A: the National Education Association of the United States' statement of assets, liabilities, and fund balances as of May 31, 1975.

By combining the first two items listed—cash and certificates of deposit—you can see that as of May 31, 1975, we had a little over $7 million in cash or equivalent on hand in the General Fund and deposited with the American Security & Trust Company, Washington, D.C.

Further down, under accounts receivable, you can see there that membership dues for that period of time is approximately $13 million. Comparison to last year's $12 million at this same time, plus the $5 million increase in the current budget, shows that the collection of dues is excellent. This is mainly a result of the excellent efforts and cooperation of our state and local affiliates.

This dues collection leads to a decreased need for borrowing, due to a very good cash flow.

Continuing on down the report, under the section entitled "Liabilities and Fund Balances," we can also note that we had no borrowing from outside sources as of this date, since we were able to borrow from our own Permanent Fund.

However, it should be kept in mind that this availability will be eliminated as of September 1, 1975, when we will combine the General Fund and the Permanent Fund in accordance with our new governing documents.

All of the above highlights give testimony to the excellent and sound financial condition of the National Education Association for the fiscal period stated. I would ask that you turn to page 42. Page 42, Exhibit B, is the statement of General Fund income and expenditures, very commonly referred to in accounting circles as a profit and loss statement.

Let me point out some of the highlights to you. Column 1, which is entitled "The Actual 9 Months Ended 5/31/75," shows by comparing the total income to the total expenditures that for the 9-month period ended May 31 that our income exceeded our expenditures by over $10 million.

Column 2 lists as accurately as we can estimate at this time the anticipated income and expenditures that we should experience during the remaining three months of the current budget.

Column 3 combines Columns 1 and 2, the actual and the estimated income and the actual and the estimated expenditures, and results in an approximate excess of income over expenditures for the fiscal year 1974–75 of $1,582,430.

Now, by comparing Columns 3 and 4, we show that our income of $39,287,228 will have exceeded our budgeted income of $36,653,250 by $2,633,987, while at the same time our total expenditures of over $30 million will have exceeded our budgeted expenditures of $36,824,973 by $879,825.

These combined figures, less the starting deficit figure of September 1, 1974, of $217,524, will result in an approximate excess of income for this year over the expenditures of $1,364,906. In other words, the expected surplus for this year is $1,582,430. However, you should keep in mind that at the start of this year we had a deficit of $217,524.

This is a long-term carry-over, over the past three years. Approximately three years ago we had a large deficit of over $3 million, due to two very important factors. One was the expense involved in the price-wage freeze, and the other was caused by accounting. The audit firm made some accounting suggestions that had to be corrected. We now have reached the point where we have recouped all of that deficit, and we find ourselves in a very good sound financial condition at the close of this period.

Next, I would ask you to turn to Exhibit C. Exhibit C is entitled "Statement of Sources and Uses of Cash." This is actually a cash flow statement to show the actual monies that came in during this period of time and the actual expenditures that we had for the same period.

This report shows the actual cash flow—that is, income and expenditures—on a pure cash

basis for the 9-month period ending May 31, 1975. During this period of time our cash received from all sources exceeded our actual expenditures by $761,089.

The net increase for the 9-month period, together with the cash balance as of August 31, 1975, results in a cash balance as of May 31, 1975, of $1,184,736. The same figure would also be shown in Exhibit A as cash assets in the General Fund.

Now, if you would turn to page 43, Exhibit D lists for you the schedule of membership income and dues receivable. The figures shown represent the actual facts as they existed on May 31, 1975. From then until today many significant changes may have been and probably were produced.

I feel that these figures are self-explanatory and really need no further explanation. I would say to you, however, that the dues transmittal agreements vary somewhat with the states. However, effective September 1, 1975, all of our state affiliates will have new agreements governing dues transmittal. The enforcement procedures as outlined in Section 2-9 of the new Bylaws will be in effect then.

This section of the Bylaw also covers penalty assessments for overdue balances.

Finally, on pages 46 and 47, is Exhibit E which is the report of the Executive Committee on the Permanent Fund. This report is done in accordance with our new Bylaws, Article XI-5. The Permanent Fund will be eliminated and the necessary bookkeeping adjustments will be made to transfer appropriate line items to the General Fund.

However, in place of the Permanent Fund will be established the Capital Improvement Fund. That fund will reflect only the properties and the permanent investments of the Association.

Fellow delegates, a close examination of our budget will show that the report has been prepared to be cleared to our members. It reflects the will of the Assembly; our organizational house is in good order. Unfortunately, all of our public houses are not in the same shape.

We face an ever-increasing resistance to adequate federal funding, a growing inflationary economy, and a retrenchment of budget priorities by local, state, and federal governments. That does not reflect a recognition of the true significance of public education.

We must turn our energies and our thoughts to addressing these problems in order to improve the personal financial condition of all of our members. We must move toward full participation in the economic community.

President Harris, I move that the financial reports of the treasurer and the report of the Executive Committee on the Permanent Fund as printed in the financial reports booklet be adopted by this great assembly.

President Harris: The Chair recognizes *Louise Tilson* of Tennessee for the second. Is there any discussion?

Seeing no one else wishing to speak, I am going to call for the vote. All in favor . . . opposed . . . *the Ayes have it*. (Applause)

Treasurer McGarigal: *President Harris*, fellow delegates to the 1975 Representative Assembly, I call your attention at this time to pages 2 through 25 of the financial reports booklet entitled "The Report of the Committee on Program and Budget." In accordance with past practices, it is my pleasure to present the report of the proposed budget for the NEA for 1975-76.

The Program and Budget Committee is composed, or was composed, of the following persons elected by the Board of Directors: *Merlyn "Pete" Smith*, vice-chairperson and NEA director from Oregon; *Connie Jackson*, NEA director from Michigan; *Tony Butler*, NEA director from Alabama; *Lloyd May*, NEA director from Kentucky; representing the Executive Committee, *Senator Oliver Ocasek* from Ohio; and by virtue of his office, *Willard McGuire*, the vice-president of the NEA from Minnesota; and myself, *John McGarigal*, NEA treasurer and chairperson of the committee from Massachusetts.

The nonvoting representatives included *John Skinner*, the president of Student NEA; *Neil Sands*, representing Higher Education; and *Mary Christian*, NEA director from Michigan and chairperson of the Committee on Planning and Organizational Development.

In addition to the above mentioned members of the committee, we had as our staff consultant *Michael Dunn*, assistant executive secretary for administration, and *Linda Litchfield*, secretary.

President Harris, the Program and Budget Committee is pleased to present the report of the 1975-76 budget to this Representative Assembly on behalf of the NEA Board of Directors. As

usual, this massive list of priorities with dollars attached has undergone great change since some original estimates of need were made by the Board of Directors when they adopted the objectives upon which this proposed budget is predicated.

A great deal of time, effort, and serious consideration have gone into the preparation of the proposed budget. A good deal of testimony has been heard. I draw the attention of the delegates to the program budget document that has been distributed to you today, and ask that you study it prior to the debate and your subsequent vote.

Particular attention should be paid to the biography on the cover. Constant effort was made to put the bulk of the resources into the programmatic part of our budget. In 1970–71, when the NEA first went into planned program budgeting, only a little over 60 percent of the budget was devoted to programs directly servicing the needs of our members.

At that time a goal was set to devote a minimum of 75 percent of the overall budget to the programs of direct service for members. It is indeed my pleasure to announce that in the proposed 1975–76 program budget, we have arrived at this goal with an excess of 75 percent of the total budget directed to meeting membership needs in the program areas.

President Harris, it is my pleasure to present to the 1975 Representative Assembly this report of the proposed budget for 1975–76 to be acted upon later today during the Sixth Business Meeting. Thank you. (Applause)

President Harris: Thank you. I will simply point out that the report on the budget requires no action at this time. It will be voted upon this evening as was pointed out by our treasurer.

Microphone 5, *Roger Larsen* of Nebraska as an individual, a point of information.

Roger Larsen: Mr. President, on page 47 of the financial reports booklet in Exhibit E, the report of the Executive Committee on the Permanent Fund—I am sure many of the delegates, including myself, would be very interested in knowing why we were giving the University of Maryland 230 acres of land.

Could someone explain why we are transferring trusteeship of the estate that was willed to the NEA in 1948 to the University of Maryland?

President Harris: I am going to ask your executive secretary to speak to this one on behalf of the Executive Committee.

Executive Secretary Herndon: We flipped a coin to see if I or the secretary-treasurer would report. I lost. NEA is not giving up 230 acres of land. In the settlement of an estate a number of years ago, NEA accepted the responsibility of trusteeship for this land. There are very severe restrictions in the trust agreement as to what can be done with the land.

For a number of years, NEA has not been able to utilize the property in any way whatsoever. We have not been able to appreciate revenues, since any produce from the property, be it timber or any other, must be reinvested in the property.

We have had to incur certain expenses for the maintenance of the property. The question came to a head about a year or year and a half ago, when the utility company sought an easement through the property. It then became NEA's responsibility as trustees to represent the will of the deceased in prohibiting the utility from acquiring this easement through the property.

So, then we began to incur expenses that may no longer be insignificant. Our estimate of the cost of defending the will of the deceased as it related to the utilization of this property was in the neighborhood of $10,000.

It seemed to us that inasmuch as we could make no institutional use of the property, since we could enjoy no profit from the exercise of the powers of trustee, since we were not in any business that would cause the property to be valuable to us, that it made sense to conduct explorations as to whether some other institution that could utilize the property in the pursuit of its interests might exercise the right of trusteeship.

The Executive Committee therefore authorized us to make contact with the University of Maryland to see if they would be interested in assuming the role of trustee so that they might develop the property as an ecological laboratory or some other kind of facility that would be of value to them in carrying out their instructional or their research function.

We at this moment in time are in the closing stages of the dialog with the university. They have agreed to accept the responsibilities as trustee and we are working on last legal technicalities to effect that transfer.

Mr. Larsen: Thank you.

President Harris: I think that was a planted question—it was one to which we did have an

answer. *Mr. Herndon* would have been terribly disappointed if he had not had an opportunity to give it.

Microphone 2, *Alfred Provo* of Minnesota, speaking as an individual.

Alfred Provo: On page 5 of the budget, I would question *Mr. McGarigal* on his rationale for leaving out the $785,000 or that amount of general reserve for 75-76. Is that legal even though we do have a surplus?

President Harris: If you would ask that question at the time we are discussing the budget, it would be appropriate.

All right. We are getting calls about lunch. I have found that we move a little faster when you are hungry, and thought that you might be amenable to working through the lunch hour. Perhaps you can send people to lunch in small groups.

We have had another call-in about noise on the floor. If we do this, it is going to take a certain amount of understanding from the people in their seats as people do go out for lunch. Hopefully those people who are traveling will do so in the quietest way possible.

If you insist that we do break for lunch, certainly we can put that to the House. (Applause) Okay. We will now take up the report on the resolutions. At this time you are requested to call in the number of any annual or continuing resolutions that you wish to have considered by the delegate body.

While you are doing this, I am pleased to recognize the committee chairperson, *William Lewis* from Tennessee, who will make some preliminary remarks. *Mr. Lewis.*

William A. Lewis, Jr.: Thank you, *President Harris. President Harris* and fellow delegates: As chairperson of the National Education Association Resolutions Committee, it gives me great pleasure to give you the names of the Committee: vice-chairperson, *Bernard Freitag*, from Pennsylvania; *Eunice Waller*, secretary, from Connecticut; *Robert Thomson* from New York; *John F. Kinnaman* from Delaware; *Carol Klema*, Student NEA representative from Iowa; our staff consultant, *Marty Ware*, NEA Teacher Rights, *Sim Taylor*, NEA Research; I am *Bill Lewis* from Tennessee.

President Harris: Mr. Lewis, before you begin, I am going to have to put a question relative to a lunch break.

Mr. Lewis: Good.

President Harris: The question will be, Shall we recess for an hour for lunch. All in favor . . . opposed . . . *the motion is defeated.*

Mr. Lewis: Thank you, *President Harris.* Fellow delegates, having complied with Standing Rule 8 of the National Education Association, the Resolutions Committee presents its report on the resolutions of the NEA. The deliberations of the Committee were reflected first in the galley sheets that were available at the open hearing at the delegate caucus meetings.

The Resolutions Committee met to prepare the final report, which is presented to you for your consideration at this business session. The Resolutions Committee has designated 18 continuing resolutions for action by this Representative Assembly. The Representative Assembly may designate additional continuing resolutions for action at this time.

Those continuing resolutions not designated for action continue in force without any further action.

In addition to the 18 continuing resolutions, the Committee offers 59 annual resolutions plus a minority report for your deliberation and action.

I wish to make some corrections at this time, Mr. President. On page 8, 75-11 should read 75-13. On page 16, line 787, and starred D-3, "out" should be "our." Page 16, line 795 should be "ethnic" instead of "ethnically."

Page 27, 75-61 should be 75-56. Page 5, at the end of B-1, star B-1, we left off a "d" on "deleted." The first word should be "deleted" instead of "delete."

President Harris: I missed your last comment.

Mr. Lewis: That was a correction. On page 5, B-1, the starred B-1, under line 217, the first word should be "deleted" instead of "delete." We shall continue, sir.

President Harris, I move A-4, Environmental Education, revised as reported.

President Harris: Do you have a second?

Mr. Lewis: Yes, sir. The second is *Ray Kolbe* of Minnesota.

President Harris: Do you wish to speak to it?

Mr. Lewis: No, sir.

President Harris: Is there anyone who wishes to speak to it? Microphone 12, *Schoulten* of Overseas, speaking as an individual, point of information.

Ms. Schoulten: Mr. President, we are reporting on very important resolutions. I contest it. We don't have a quorum in here.

President Harris: Yes, I believe there is a quorum.

Ms. Schoulten: I don't think there is. I challenge the Chair.

President Harris: The question is, Shall the decision of the Chair be sustained? It requires half of the delegates to be present for us to have a quorum. All in favor . . . opposed . . . *the Chair has been sustained.*

We have before us Item Number 4-A which has been moved and seconded. Seeing no one wishing to speak, I am going to call for the vote. All in favor . . . opposed . . . *the Ayes have it. Mr. Lewis.*

Mr. Lewis: President Harris, I move starred A-10, Professional Sanctions, revised as reported.

President Harris: Would you give your second, please.

Mr. Lewis: Seconding is *Bill Breeding* of Georgia.

President Harris: Is there anyone who wishes to speak to A-10? Seeing no one wishing to speak, I will call for the vote. All in favor . . . opposed . . . *this resolution is adopted.*

Mr. Lewis: Mr. President, I move starred B-1, Improvement of Instruction, revised as reported.

President Harris: Seconded by *Louis Carter* of Virginia. Is there any discussion? Seeing no one wishing to speak, I will call for the vote. All in favor . . . opposed . . . *the motion is carried. Mr. Lewis.*

Mr. Lewis: President Harris, I move starred B-2, Multicultural Education, revised as reported.

President Harris: Seconded by *Ruth Dworkin* of New York. I recognize Microphone 13. *Marilyn Woodall* of Kansas wishes to speak to it.

Marilyn Woodall: Mr. President, *I am Marilyn Woodall,* speaking for the Kansas delegation. I move to amend Resolution B-2, line 232, by deleting the period after "English" and adding the words, "with emphasis on the development of those basic reading skills essential to the successful pursuit of all other disciplines." I have a second.

. . . Motion was seconded by *Terry Hill.*

President Harris: I don't have that copy. In case there are questions, stay close to the mike. You have heard this amendment. Is there discussion on the amendment?

Ms. Woodall: I would like to speak to it, if I may?

President Harris: You may.

Ms. Woodall: We as educators have devoted our time and efforts to ensuring the rights of all students to a quality education. This does include the bilingual-multicultural segments of our society. Although it would be nice to assume that as professionals we would automatically guarantee that right, it is unfortunate that very often this is not the case.

In order to achieve success in all other disciplines, one must be able to read. The present wording of the resolution refers only to functional proficiency in English, which could be interpreted as merely being able to speak the language.

As you well know, few students will be able to achieve the level of academic success that we as educators profess to ensure without the ability to read the language as well as to speak it.

Speaking for the Kansas delegation, I ask your support for the amendment.

President Harris: Is there further discussion? Microphone 18, *John Bates* of Colorado, speaking as an individual.

John M. Bates: I am *John Bates* from Colorado, a member of the Bilingual-Multicultural Task Force. NEA has seen fit over the last three years to invest quite a bit of money in asking this Committee to come up with recommendations. We have visited programs; we have observed them in operation. It is our sincere feeling that should you read and implement the report of the committee, that every need for the children in bilingual and multicultural education could be met in this form at a time when there could be some decision made as to whether they were functioning or not.

Too often we come to the convention with reports from committees and commissions and after a short observation of about 15 or 20 minutes or an hour or two, we tend to do and undo the work of committees that have spent most time doing research. If there are any amendments to be made, we sincerely hope and ask that this delegation make them in the direction of assuming or replacing any such proposal with the report of the Bilingual Committee. Thank you very much.

President Harris: I am reminded that some people calling in are failing to give the number of the resolution to which they wish to speak. If that number is not on the slip, it just enhances the chances of your being overlooked.

Is there anyone that wishes to speak further to *Miss Woodall*'s amendment? Seeing no one wishing to speak, I am going to call for the vote. Her amendment would add to line 232 these words: "with emphasis on the development of those basic reading skills essential to the successful pursuit of all other disciplines."

All in favor . . . opposed . . . *it has been amended.* We have before us the amended B-2 motion. If there is no one else wishing to speak, I will call for the vote. All in favor . . . opposed . . . *the Ayes have it. Mr. Lewis.*

Mr. Lewis: Mr. President, I move starred B-4, Pupil Personnel Services, revised as reported.

President Harris: Seconded by *Anna Frazier* of Pennsylvania. Is there discussion? Microphone 4, *Ruth Bellocchio* of New Jersey, speaking as an individual for the motion.

Ruth Bellocchio: Thank you, *President Harris.* I just wanted to second it if there was not a second already.

President Harris: All right. We do have a second to it. Seeing no one wishing to speak, I will call for the vote. All in favor . . . opposed . . . *the Ayes have it. Mr. Lewis.*

Mr. Lewis: President Harris, I move starred B-6, Moral and Ethical Values, revised as reported.

President Harris: I recognize *Chris Brooks* of South Carolina for the second. Is there any discussion? Microphone 8, *Richard Rhoad* of Illinois, speaking for the delegation.

Richard Rhoad: Mr. President, I wish to amend Resolution B-6 on line 280 by deleting the words "the traditional." I have a second and would like to speak.

President Harris: Where is your seconder, please?

. . . Motion was seconded by *Marline Rennels* of Illinois.

President Harris: All right. Can we speak to your motion?

Mr. Rhoad: We from Illinois would like to ask, What are the traditional values? For example, is it a traditional value of the American way of life that women should stand alone? Is it a traditional value of the American way of life that public employees should not strike?

We could go back 10, 20, 50, 100 years and ask, What were the traditional values of life then? What progress have we made since then? We urge that you support the deletion of this vague phrase, "the traditional."

President Harris: Does anyone wish to speak to this amendment? Seeing no one wishing to speak, I will call for the vote. All in favor . . . opposed . . . *the motion is carried.*

We are back to the amended motion. Microphone 13, *Carol Brandert* of Kansas, speaking for the delegation.

Carol Brandert: I move to amend Resolution B-6 by deletion of the entire resolution. My second is *Susi Pickles* of Washington at Microphone 12. Both she and I would like to speak in favor of this motion.

President Harris: I am going to have to call that out of order. We can't delete an entire motion. You have to just vote against it and you might speak against it and encourage that.

Ms. Brandert: All right.

President Harris: Do you wish to speak against it?

Ms. Brandert: Yes, I would like to speak against B-6. First of all, what the Illinois delegation has done is a very fine thing, but it only goes part way toward eliminating the problem that we find in B-6 as a whole.

First of all, the item is very confusing because it deals with several different subjects. First, it deals with the traditional values of the American way of life. The next paragraph, however, goes into moral standards and values. I am beginning to wonder just what kind of connection there is that people have found so closely between a certain set of ethical and moral values and American society, and an understanding of American heritages?

Therefore, I think that this whole thing needs to be thrown out so that it can be rewritten to say more fully what we think. We do not have a single set of moral and ethical values in this group anymore than we have a single set of traditional American historical values. Thank you. (Applause)

President Harris: Seeing no one else wishing to speak, I am going to call for the vote. There is a question on just—at Microphone 5, *Gunnar Brown* of Missouri, speaking as an individual.

Gunnar Brown: Mr. Chairman, on the decision that you made about deletion, the lady made a motion to delete it. If we vote this resolution down, we would go back to B-6. It would be-

come the item there, and since B-6 has been opened up, I believe that that motion would be proper.

President Harris: Okay. That calls for a huddle. While we are getting this information, I am going to call for a report from the Elections Committee. (Applause)

(Whereupon *Vice-President Willard McGuire* assumed the chair.)

Vice-President Willard McGuire: The Chair recognizes *Galen Kinzie* of the Elections Committee for a report. (Applause)

Galen W. Kinzie: Mr. Chairman, on behalf of the Elections Committee, I hereby submit the final report on the balloting for the election of president and two-year term on the Executive Committee. For president, you have elected *John Ryor*. (Rising, loud applause)

(Whereupon *President Harris* went to the floor to shake *Mr. Ryor*'s hand, with loud applause.)

Vice-President McGuire: If we can come to order, please, *Chairman Kinzie* will continue the report.

Mr. Kinzie: The runoff vote was as follows: *Jim Harris*, 3,587 votes, 46.2 percent; *John Ryor*, 4,179 votes, 53.8 percent.

For the second two-year term on the Executive Committee, you have elected *Elaine Marks*. (Applause) The runoff vote was as follows: *Carl Hedstrom*, 3,515 votes, 45.8 percent; *Elaine Marks*, 4,155 votes, 54.2 percent.

The results of balloting on amendments to the Constitution and Bylaws were as follows: you have accepted the following amendment to the Constitution by a two-thirds vote, Number 10; you have accepted the following amendments to the Bylaws by a majority vote: Numbers 20, 21, 24, 25, 26, 28, 29, 30, 31, 32, 33, 34, 35, 36.

The following amendments were rejected: 1, 2, 3, 4, 5, 6, 11, 12, 13, 14, 15, 16, 17, 18, 22, 23, 27, 37, 38.

The official tallies for the regular election held on July 6 and the runoff election held on July 7 will be posted at the entrance to the voting area.

Mr. Chairman, as chairman of the Elections Committee, I move the adoption of this report. (Applause)

Vice-President McGuire: Horace Mayo of Minnesota seconds. Is there any discussion? Seeing no one at the microphones, I will call for the question. All in favor . . . opposed . . . *the report is adopted.*

I will turn the chair back to *President Harris.*

President Harris: Delegates give it and delegates take it away. (Applause)

(Whereupon *President Harris* resumed the chair.)

President Harris: There is a mountain of slips that we are going to assume pertain to the resolutions that we still have not dealt with. These will all be discarded, and we will start over again.

At this time, I would like to recognize the chairman of the *Resolutions Committee.*

Mr. Lewis: Thank you, *President Harris.* I wish to thank you and our fellow delegates for the considered deliberation and action in perfecting and adopting the report on resolutions of the National Education Association. The 112 members of the Resolutions Committee have worked long hours with great fidelity and concentration in preparing this report.

I personally do not know of any group within our Association which has worked harder or fulfilled its expectations better than the Resolutions Committee. May I request that they stand and that you and I and the fellow delegates join me in recognizing them? sir? (Applause)

President Harris: Now, on the matter that was under consideration prior to this report from the Elections Committee. That had to do with whether or not the entire item could be deleted. The decision is that we have before us one item, and that is the part that is starred B-6. To delete that would defeat the entire matter and would serve no purpose of the person making the inquiry.

So, it would be out of order to delete the matter and would deny the right to vote on it. The point would be achieved if the matter were defeated, not the two items, but just the one under consideration.

We have a long list of information items at this point. We will just start going through them until someone moves the agenda. At Microphone 10, *Steve Edwards* of California, on a question of privilege.

Stephen Edwards: Steve Edwards, California. Thank you, Mr. President. I need to ask a question. I think perhaps we have been passed by, not by design, but quite by accident, perhaps. I am going to 75-9, World Hunger, on page 4.

We had in the hopper an amendment. Now, is there any opportunity for us to pick that up or is it lost?

President Harris: I am going to let the chairman speak on that.

Mr. Lewis: I plan to go through the continuing resolutions because each of the annual resolutions must be moved. I thought we would get those and the continuing resolutions that the people want to talk about out of the way. Then we could go straight to the ones beginning with 75-1.

President Harris: Right. That may answer some of the other points of information. That is why we are not taking them in numerical order. Because they fit into different kinds of categories, they are divided in that manner.

Microphone 4, *Robert Essler* of New Jersey, speaking as an individual.

Robert Essler: I would like to limit the debate on all remaining items in these resolutions to no more than two for and two against.

President Harris: The question is, Shall we limit debate to two for and two against? It is not debatable, and it requires a two-thirds vote. All in favor . . . opposed . . . *the motion passed.*

We have before us Item B-6. Any further speakers? Microphone 13, *Carol Brandert* of Kansas, speaking for the delegation, a point of information. Microphone 13.

Carol Brandert: Yes, sir. Would you clarify for this delegation again just what will happen if they vote Yes on this next vote with B-6? Will B-6 be eliminated entirely if it is voted against? What is the status of the old B-6?

President Harris: I am going to let the chairman answer that.

Mr. Lewis: President Harris, you ruled the lady out of order on deleting the total B-6, the starred B-6. "The traditional" has been stricken from the starred B-6, sir.

Ms. Brandert: What will happen to B-6, starred, after this vote? It can be either passed as amended or defeated; is that correct?

Mr. Lewis: If it is defeated, there will be no B-6.

Ms. Brandert: There will be no B-6?

Mr. Lewis: Yes.

Ms. Brandert: Thank you very much.

President Harris: Is there further discussion? No further requests, we will put the vote. All in favor . . . opposed . . . *the matter is defeated.*

Mr. Lewis: President Harris, on page 13, starred C-2, I move revised as reported.

President Harris: Don Maxey of Maryland seconds. Microphone 8, *Joyce Sanders* of Illinois wishes to speak.

Joyce Sanders: Joyce Sanders, Illinois, speaking for the Illinois delegation. I move to amend the starred C-2 by the deletion of lines 646 and 647. That is Part (c). I have a second at Microphone 13, and I would like to speak to it.

President Harris: Does the seconder wish to speak?

. . . *Motion* was seconded by *Gary Thompson* of Wisconsin.

President Harris: All right. I am going to ask that you come to order, as quickly as you can, so that those who wish to hear will be able to do so. Microphone 8, please.

Ms. Sanders: Thank you, Mr. President. If you will read Part (c) of the starred C-2, it discusses the right to have evaluation by peers. Illinois has no quarrel with the right to have evaluation by peers, but there is a larger item involved here.

The top priority of the National Education Association is to get a collective bargaining law at the federal law. If we get such a law, we have been advised by *Mr. Chanin* that this will probably relate closely to the National Labor Relations Act.

If you are in an evaluative position under the terms of the National Labor Relations Act, you are out of your unit. You cannot be part of the bargaining unit. There is a serious question involved here. We in Illinois would feel much better if it were silent on this issue and did not include peer evaluation as part of our resolution. I urge you to support this amendment to delete it. Thank you.

President Harris: Is there further discussion? Seeing no one wishing to speak, I will call for the vote. The vote is on *Joyce Sanders'* amendment, which reads as follows: she wishes to amend C-2 by deletion of lines 646 and 647. All in favor . . . opposed . . . *the motion is defeated.*

We are back to item C-2. Is there further discussion? Microphone 2, *Ray Kolbe* of Minnesota wishes to speak against, speaking as an individual.

Ray Kolbe: Cancel that one. That was before we voted.

President Harris: A division has been called for on the last vote. So we will take a division, and then we will proceed with C-2. If you will recall, we were voting on the amendment by dele-

tion. All in favor please stand . . . oppose[d] . . . *the amendment was defeated.* Would you please be seated.

We are back to Resolution C-2. Seeing no one wishing to speak, we will call for the vote. All in favor . . . opposed . . . *the motion is carried.*

Mr. Lewis: *President Harris,* I am on page 16, starred D-2, Selection of Materials and Teaching Techniques. I move revised as reported.

. . . *Motion* was seconded by *Anna Frazier* of Pennsylvania.

President Harris: Is there anyone that wishes to speak to it? Seeing no one wishing to speak, I call for the vote. All in favor . . . opposed . . . *the motion is carried.*

Mr. Lewis: Still on page 16, Mr. President. I move starred D-3, Cultural Diversity in Instructional Materials and Processes, revised as reported.

. . . *Motion* was seconded by *Lois Tinson* of California.

President Harris: Is there anyone who wishes to speak? Seeing no requests, I will call for the vote. All in favor . . . opposed . . . *the motion is carried. Mr. Lewis.*

Mr. Lewis: Page 17, *President Harris.* I move starred E-2, Professional Salaries, revised as reported.

. . . *Motion* was seconded by *Carol Klema* of Iowa.

President Harris: Is there anyone who wishes to speak to it? Seeing no one wishing to speak, I will call for the vote. All in favor . . . opposed . . . *the Ayes have it.*

We have a long list of points of information building up, so we are going to stop for a moment and take some of them. At Microphone 2, *Nancy Hailey* of Massachusetts, speaking as an individual.

Nancy Hailey: Thank you, Mr. President. I believe we passed an amendment to the Standing Rules that would allow us to take continuing resolutions by number, and then just put a hold on those we want to discuss and pass the rest of them.

Could we follow that procedure if it is in order now? My question is, Doesn't the Standing Rule take effect as soon as we vote it?

President Harris: Let me consult with the parliamentarian for just a minute. This is the ruling. It is true that previously we took a large block that has not been designated for action by the committee or the delegates and we voted upon those first and then allowed the others to remain. This time the Committee is proceeding in the opposite manner.

They are taking first those that they designated for action. We are receiving calls, and we have stacks, where individuals are indicating some for action. Then all those left we would simply take in a block and adopt. This achieves the same purpose; it is being done after instead of at the beginning.

Ms. Hailey: Thank you.

President Harris: Surely. The ones that have been designated by the Committee are those with the asterisks.

Mr. Lewis: Have we acted on E-2, sir?

President Harris: Yes, we did.

Mr. Lewis: All right, sir. I am on page 18, starred E-4, Teacher Retirement. I move revised as reported.

. . . *Motion* was seconded by *Margaret Williamson* of New York.

President Harris: There seems to be no one that wishes to speak to it. We will call for the vote. All in favor . . . opposed . . . *the Ayes have it.*

Mr. Lewis: Yes, sir, on page 19, Mr. President, starred E-5, Nondiscriminatory Personnel Policies. I move revised as reported.

. . . *Motion* was seconded by *Posey Smith* of Mississippi.

President Harris: Is there anyone who wishes to discuss it? Microphone 9, *Lucille Nabors* of Tennessee wishes to amend.

Lucile Nabors: Thank you, Mr. President. *Lucille Nabors* speaking for the Tennessee delegation. I wish to amend in line 932 by deletion of the last two words, "sexual orientation." That would involve also swapping the word "or" to precede the word "sex."

I have a second at this microphone, and I wish to speak to it.

. . . *Motion* was seconded by Laurence Morgan of Tennessee.

President Harris: Now, would you speak, *Ms. Nabors?* May we have it a little bit quieter, please, so that we might be able to hear the speakers.

Ms. Nabors: Thank you. This is an issue that has been discussed many times by this assembly. Those of us in Tennessee feel that the deletion of the two words would be appro-

priate and would be helpful in terms of personnel policies and other items as we are currently facing so many challenges to us as public educators.

President Harris: Does your seconder wish to speak?

Ms. Nabors: No.

President Harris: Does anyone else wish to speak on this item? There are others wishing to speak on the main motion, so I am going to call for the question on the amendment. The amendment is as follows: To eliminate words "sexual orientation" at the end of Paragraph 1, Line 932 and to move "or" between "family relationship" and "sex."

Is there further discussion on this amendment? Seeing no one wishing to speak, I will call for the vote. All in favor . . .—Microphone 15, *Sharon Butler* of Kentucky, speaking as an individual.

Sharon Butler: Mr. Chairman, *Sharon Butler*, Kentucky, speaking an an individual. I must speak against the proposed amendment to this resolution. Admittedly, we have a laundry list of characteristics that we would hope folks would not be discriminated against, but sexual orientation is a legitimate kind of characteristic that has no relationship whatsoever to a person's ability to perform professionally.

I would oppose this amendment. (Applause)

President Harris: Seeing no one else wishing to speak, we will call for the vote. All in favor of this amendment . . . opposed . . . *sexual orientation is still in.* (Laughter) We are back to the original motion. Microphone 15, *Herbert Magidson* of New York, speaking an an individual.

Herbert Magidson: Mr. Chairman, I move to amend E-5 by deleting Lines 935 and 936. I have a second, and I do wish to speak to it.

. . . *Motion* was seconded by *William Sweet* of New York.

Mr. Magidson: Mr. Chairman, this motion to delete suggests the manner in which we should deal with the crisis facing us. Behind you on the podium, we have the statement of our organization, "Educational Strategy During an Economic Crisis."

We are faced in this country with the prospect and the reality of tens of thousands of teaching positions lost in this country. We are faced with a federal budget that appropriates less than 3 percent of its monies to education. How are we as the National Education Association addressing ourselves to that problem?

Unfortunately, one of the things that we suggest in the resolution is counterproductive and divisive because it suggests that we should begin to talk about a reduction in force, a loss of position, in terms of affirmative action. Instead of 3 million teachers in this country talking about getting a commitment in federal aid of one-third, rather than 3 percent, we are talking about how we should fight amongst ourselves as to who will be laid off.

I suggest that this strategy will split us. Only yesterday, on the floor of this convention, faced with the economic crisis that we have in education, there was a recommendation to disaffiliate 35 states and a second recommendation to disaffiliate only eight states.

We need every state and every teacher in the country to keep every job they have, to expand educational opportunities. It is counterproductive and divisive for us to start to talk about who shall go and how many shall go. (Applause)

President Harris: Microphone 10, *Dale Bulla* of Texas, speaking as an individual.

Dale Bulla: Thank you, Mr. President. *Dale Bulla* from Texas. It seems to me that the gentleman is not dealing with the issue that is being deleted. It is very clear that what he is suggesting is that ethnic minority guarantees are fine in a healthy economy, but that in a difficult economy we will forget them.

I say to you that we must guarantee these people their jobs for the transgressions of the past, and we cannot decide what is fair simply because of the climate in the country. I think that to delete this section would be in effect to take us back to all-white faculties, and I am totally against that. (Applause)

President Harris: Microphone 18, *Zert* of Maryland, speaking as an individual.

Ms. Zert: I will not speak unless there is a speaker in favor of the motion on the floor. If there should be, I would like to speak against the motion.

President Harris: Does anyone else wish to speak? Microphone 15, *Sharon Butler* of Kentucky, speaking as an individual.

Ms. Butler: I, too, wish to speak against the amendment, if that is in order.

President Harris: Against the amendment?

Ms. Butler: Against the proposed amendment on E-5.

President Harris: All right, and not against the amendment to the amendment. Anyone—

Ms. Butler: Well, whatever.

President Harris: The question before the House has to do with the deletion of two lines from E-5. Now, I have another call from Microphone 17, *Willie Ramey, III.* Do you wish to speak against the deletion of those two lines or do you wish to speak toward the main motion?

Willie Ramey, III: Mr. President, *Willie Ramey, III,* North Carolina. I would like to speak against the deletion of these two lines. If we pass this, many of the persons who might have been employed will not be employed.

We can see from our own Representative Assembly that we are not doing the things that we are supposed to be doing. So, by all means, let's defeat this amendment to the amendment.

President Harris: All right, we have before us this amendment which would delete lines 935 and 936 from Resolution E-5. I am going to put the question. All in favor . . . opposed . . . *the amendment is defeated.*

Microphone 15, *Sharon Butler* of Kentucky, wishing to speak against the main motion.

Ms. Butler: That was an error. I wished to speak against the amendment that has just failed. I pass, thank you.

President Harris: Okay. The amendment fails, but you pass. That is good enough. Microphone 18, *Zert* of Maryland, as an individual, against the motion on the floor.

Ms. Zert: I wished to speak against that amendment. That is all.

President Harris: Very good. We have no further requests to speak. I am going to put the motion. All in favor of E-5 as printed . . . opposed . . . *the motion has carried. Mr. Lewis.*

Mr. Lewis: President Harris, I continue on starred E-6, Professional Negotiation and Grievance Procedures on pages 19 and 20.

. . . *Motion* was seconded by *Ray Kolbe* of Minnesota.

President Harris: Is there discussion? Microphone 5, *Robert Lineas,* Wyoming.

Robert Lineas: Mr. President, *Robert Lineas,* member of the Wyoming delegation, speaking for the delegation. I move to delete in line 958 on page 19 the word "mutual." I have a second and then would like to speak to it.

Motion was seconded by *Bruce Schwartz* of North Dakota.

President Harris: All right, *Mr. Lineas.*

Mr. Lineas: Mr. President, we of the Wyoming delegation are concerned that that one word "mutual" may create difficulties throughout the nation at the negotiating table. Many school boards are taking it upon themselves in this day and age to look for loopholes in locally negotiated master contracts. If we allow a word such as "mutual" to go into a national resolution, school boards may look at this as another loophole, with the idea being that the word "mutual" can be construed to mean that both parties must agree to an issue—or a concern as it is here stated—before it can be negotiated.

If this is allowed to remain in the resolution, we can see situations where a local negotiating team may try to negotiate a concern and be denied that right on the basis that both parties do not mutually agree to that concern. Therefore, we ask that the Representative Assembly join with us in voting to delete the word "mutual." Thank you.

President Harris: Is there further discussion on the amendment? Seeing no one wishing to speak, I will call for the vote. All in favor . . . opposed . . . *the Ayes have it.*

We have an amended motion E-6. Microphone 17, *Elva Thomas* of North Carolina speaking an an individual.

Elva Thomas: Elva Thomas, speaking as an individual from North Carolina. I would like a point of clarification, please, on the use of the words "agency shop." Could the maker of this resolution please clarify that for me?

Mr. Lewis: I am afraid I cannot hear her.

President Harris: She wants clarification of the term "agency shop."

Mr. Lewis: I call on our parliamentarian, *Mr. Frietag*—please, "agency shop" as the Resolutions Committee defined it.

Bernard J. Frietag: The Resolutions Committee has accepted the normal definition of "agency shop." In those situations where individuals in a bargaining unit choose not to be members of the representative group—the bargaining agent—they may be assessed a fee that is usually equal to the membership fee for the services rendered. (Applause)

Ms. Thomas: Thank you.

President Harris: Is there further discussion on E-6 as amended? Seeing no one wishing to speak, we will put the question. All in favor . . . opposed . . . *the ayes have it. Mr. Lewis.*

Mr. Lewis: I continue on page 20, Mr. President. I move starred E-9, Privileged Communications, revised as reported.

. . . *Motion* was seconded by *D. Wain Garrison* of Illinois.

President Harris: Is there anyone who wishes to speak to E-9? I see no requests. I am going to put the question. All in favor . . . opposed . . . *the Ayes have it. Mr. Lewis.*

Mr. Lewis: I move on Page 21, starred E-11, Strikes, revised as reported.

. . . *Motion* was seconded by *Frances McBride* of Georgia.

President Harris: Is there discussion on E-11?

There are no requests to speak. I am going to call for the question. All in favor . . . opposed . . . *the Ayes have it.*

Mr. Lewis: Mr. President, on page 21, I move starred E-12, Educators and National Service, revised as reported.

. . . *Motion* was seconded by *William Breisch* of Wisconsin.

President Harris: Is there any discussion? Seeing no one wishing to speak, we will call for the vote. All in favor . . . opposed . . . *the Ayes have it.*

Mr. Lewis: On page 24, Mr. President, starred F-1, Professional Autonomy. I move revised as reported.

. . . *Motion* was seconded by *Lois Tinson* of California.

President Harris: Is there anyone who wishes to speak? The Chair recognizes Microphone 12, *Bob Greif* of California, speaking an an individual.

Robert Greif: Mr. Chairman, I am *Bob Greif*, speaking as an individual of the Student NEA, and I am speaking for all the delegates from the Student California Teachers Association. I move to amend Resolution F-1 by inserting in line 1197, after the words "with a majority of K through 12 classroom teachers," the following: "and to include adequate prospective teacher representation." I wish to speak.

. . . *Motion* was seconded by *Lois Tinson* of California.

Mr. Greif: The Student NEA strongly supports the main resolution of F-1. We all know, and we all feel strongly, that it is about time that teacher education is in the hands of the profession, those who truly know the needs of all teachers. But it is also important to the Student NEA that the NEA Convention help us to fulfill our Number 1 goal. That goal is to ensure excellence in the preparation of teachers.

We feel that a student's voice on standards boards across the country would help us to have a chance to fulfill our Number 1 goal. Also, according to the NEA Code of Student Rights and Responsibilities that this RA passed two years ago, the NEA teachers believed that future teachers should assist in program development.

We believe this, too. "Adequate" depends on what each state determines is adequate to that particular state's needs. We feel that would help to allow students to participate in program development on a state level and to put real teeth into what is now sometimes unacceptable teacher education.

It is we who are being prepared, and we feel that we need to be involved at least to some extent in shaping our own preparation. Also, in the past, some standards boards present a strong problem of credibility in fairness to students. We think that student positions would help to ensure fairness to students and will leave no doubt as to the credibility of the states' standards boards.

Finally, I must just say that we are certainly not asking for control, or anything even close to it, in standards boards. We merely think that it is about time that we as students have at least some voice and some decision-making role in programs that affect us.

What we want is to put teacher education in the hands of those who affect you as teachers and us as future teachers, and to further unite the united teaching profession. (Applause)

President Harris: Seeing no one wishing to speak, I am going to put the amendment. All in favor . . . opposed . . . *the Chair is in doubt.* I am going to reread the amendment, and then I will put the question again.

In line 1197, Resolution F-1, the following words would be added: "and to include adequate prospective teacher representation." All in favor . . . opposed . . . *the motion is defeated.* We are back to Item F-1. Microphone 11, *Lois Tinson* of California wishes to amend. Microphone 11.

Lois Tinson: Thank you, Mr. President. *Lois Tinson* speaking as an individual. I should like to amend F-1, line 1197, after the words "K-12" to insert "public school." The phrase would then read: "with a majority of K-12 public school classroom teachers."

. . . *Motion* was seconded by *Sara Smith.*

President Harris: Do you wish to speak to your amendment?

Ms. Tinson: Very briefly, sir. I don't think that it is probable that a standards profession

board would have a majority of other than K-12 classroom teachers, public school classroom teachers. However, I would want to know that I am in a comfortable position.

Therefore, I would encourage you to insert the words "public school." Thank you.

President Harris: Division has been called for on the Greif amendment. I am going to ask you to stand. This was the amendment that read: "and to include adequate prospective teacher representation."

All in favor of this amendment, please stand . . . opposed . . . *it is defeated.*

We have before us the Tinson amendment. Is there anyone wishing to speak on it? Seeing no one wishing to speak, I will call for the vote. I will read the amendment. The phrase would then read: "with a majority of K through 12 public classroom teachers."

All in favor . . . opposed . . . *the amendment has carried.* We now have an amended F-1 before us. Is there anyone wishing to speak? Microphone 6, *Ralph Lubeck* of California, speaking as an individual on a point of order.

Ralph Lubeck: Ralph Lubeck, California. I wish to refer to the prior amendment that was offered by the student member of this delegation. You misread on two occasions the amendment by deleting the words "teacher," "student teacher" participation. Twice you read it as "teacher participation." I hope that you and the maker of the amendment can get together and get the amendment correctly read to the delegation.

President Harris: I read precisely what I have, and I would suggest that the maker of the motion read it as he would like to have it. Would the Student NEA representative, *Robert Greif*, read it as he would like to have it? I apologize if I read it incorrectly.

He is at Microphone 12. Yes, this could certainly account for some of the confusion. Evidently it is not written as was intended.

Mr. Greif: Yes, it is written as it was intended; "and to include adequate prospective teacher representation."

President Harris: I am afraid that "prospective teacher" is being interpreted as teachers looking for a job. It does not say "student teacher," and some people are not seeing—

Mr. Greif: According to the Student NEA, we have always used the words "prospective teacher" meaning a student enrolled in a college or university who will be a teacher after he is credentialed. That is the interpretation that we use. I would ask for the assistance of the Chair perhaps to state that more specifically.

President Harris: Well, I understand, I think, that this is meant to talk about student teachers, but it reads "and to include adequate prospective teacher representation." "Adequate prospective teacher" is being interpreted as student teacher?

Mr. Greif: That is basically correct, yes.

President Harris: Is there anyone in readiness at Microphone 12 or Microphone 6?

Mr. Lubeck: Ralph Lubeck, California. Would it be appropriate to ask the convention to reconsider in view of the interpretation of what the author meant by "prospective teacher?" He did mean student teachers. His intent was that student teachers should have participation in that kind of process.

President Harris: Shall we reconsider the vote by which this amendment was defeated? All in favor . . . opposed . . . *it will not be reconsidered.* Microphone 15, *Jim Steeley* of Florida, speaking as an individual, point of order.

Jim Steeley: Yes, Mr. President. I am speaking to this very issue that is before us now. I recall that a moment ago we called for a motion to divide the House after an amendment to the F-1 had been presented, and I wondered if that was clear at that time?

President Harris: I have been lenient whenever there was a request for a division due to the fact that there is a certain amount of lag involved from the time the request is made until I finally get it here. My method of procedure has been, as long as we have not voted on a subsequent issue, that I would still consider the request in order.

Mr. Steeley: Thank you.

President Harris: Microphone 13, *Majory Sharp* of Kansas, speaking against F-1.

Marjory Sharp: Mr. President, it was against the amendment so it would be out of order at this time.

President Harris: Okay. Microphone 12, we still have concern; *Bob Greif*, SNEA.

Mr. Greif: Perhaps I did not make it clear to everyone. Instead of "prospective teacher," we are now willing to say "students enrolled in teacher education programs." Is it too late for that?

That was the intent. This may be more specific and may clarify the issue.

President Harris: It would be out of order for me to reconsider twice. I did ask for reconsideration, which was rejected. That followed an explanation. Even though the wording was not as you are suggesting, I think the meaning was the same.

I feel that the delegates understood it properly from that explanation. (Applause)

Mr. Greif: It would not be possible to reconsider the motion with new wording, then? You are ruling it would be the same motion?

President Harris: If it was a substantially different question, then I would have to rule that it was in order, but I think it is basically the same question. We did clarify that point prior to the vote. I can understand how you feel. I felt precisely the same way on a vote a little bit earlier in the day. (Laughter and applause)

Microphone 14, *Gene Price* of Indiana, speaking as an individual.

Gene Price: Mr. President, *Gene Price* of Indiana, speaking as an individual. I would like to point out that there are a number of people without credentials on the floor of the assembly. I would request that security be tightened and that these individuals not be allowed upon the floor of the assembly. Thank you. (Applause)

President Harris: All right, we will check the security system. We will see if we can get it under control.

Microphone 9, *Laurence Morgan* of Tennessee, speaking as an individual.

Laurence Morgan: Laurence Morgan from Tennessee. I would like to go on with the agenda, and I move to close debate.

. . . *Motion* was seconded by *unidentified delegate.*

President Harris: Okay, there has been a motion to close debate. All in favor . . . opposed . . . *the Ayes have it.* We will put the question. All in favor of adopting F-1 . . . opposed . . . *the Ayes have it. Mr. Lewis.*

Mr. Lewis: Page 26, Mr. President. I move starred H-3, Martin Luther King Day, revised as reported.

. . . *Motion* was seconded by *Anna Frazier* of Pennsylvania.

President Harris: Is there any discussion? The Chair recognizes Microphone 4, *D. W. Garrison* of Illinois, speaking for the delegation.

D. Wain Garrison: I will yield to *Ray Johnson* who will speak for the Illinois delegation.

Ray Johnson: Ray Johnson, speaking for Illinois. Mr. President, I wish to submit the following motion to amend by substitution in Line 1271. I would remove the word "on" and add the word "of," and replace at the end of the line the word "men" with the words "all persons."

I wish to speak to it, and I have a second.

. . . *Motion* was seconded by *D. Wain Garrison* of Illinois.

President Harris: You may speak to your motion.

Mr. Johnson: The first substitution asks that the President proclaim January 15th a national holiday, and then it turns around and asks that the schools provide some type of observance on that date, when possibly the students would not be there because it is a national holiday.

Putting the word "of" in would allow schools to observe that occasion on any date that they so desire.

I would also speak to changing "men" to "all persons." This would omit sexism from this resolution, and it would make it consistent with all other resolutions. Thank you. (Applause)

President Harris: Is there any discussion on the *Ray Johnson* amendment? Seeing no one wishing to speak, I will call for the vote on the amendment. All in favor . . . opposed . . . *the Ayes have it.*

Microphone 14, *Marjorie Slabach* of Indiana, speaking as an individual.

Marjorie Slabach: Mr. Chairperson, I pass and thank the gentleman from Illinois.

President Harris: Microphone 15, *Carl Metcalf* of Kentucky.

Carl Metcalf: Carl Metcalf from Kentucky, Human Relations Committee. We would like for you to go on record of supporting H-3. Kentucky in 1974 passed this resolution on Martin Luther King's birthday to make it a state holiday.

In 1975 it was declared as a holiday in the whole school system. We would like for you to pass this resolution.

President Harris: Anyone else wishing to speak? Seeing no one, I will call for the vote. All in favor . . . opposed . . . *the Ayes have it. Mr. Lewis.*

Mr. Lewis: Thank you, Mr. President. On page 28, starred I-2, Representation on Bodies of the Association. I move revised as reported.

. . . *Motion* was seconded by *James Dunn* of Alabama.

President Harris: Is there anyone wishing to speak to it? Seeing no requests, I will put the question. All in favor . . . opposed . . . *the Ayes have it.*

Mr. Lewis: Mr. President, I am ready to move now the 1975 annual resolutions.

President Harris: Would you hold just a minute, please. Okay, we do have the request for other lettered resolutions. We will get to them. They are sorted by letters, and those requests will be honored, so it will not be necessary to call in again.

We have them, and you will get an opportunity to speak. *Mr. Lewis.*

Mr. Lewis: Thank you, *President Harris.* Beginning on page 3, I move 75-1.

. . . *Motion* was seconded by *Gunnar Brown* of Missouri.

President Harris: Is there discussion? Okay, may I have your attention, please. We are going to try to follow the procedure that was suggested, and yet we have a stack of amendments in one place that have been called in, and we have the requests to speak in another area, et cetera.

If we could have your attention and get back to order, maybe we can proceed. The next one that we have an amendment for is 75-1, and I am going to ask *Mr. Lewis* to move it.

Mr. Lewis: Yes, sir, I move 75-1.

President Harris: All right, now we do not have a slip. This was put in by *Richard Moore* of California and was seconded by another delegate from California. Would that person get to a microphone and somehow make us know which microphone it is.

All right, *Mr. Moore* is at Microphone 11.

Cary Mundy: Mr. President, this is *Mr. Mundy*, the seconder of the motion. We are unable to find *Mr. Moore* because of the delay that seems to have taken over the entire floor. Is this the amendment that has to do with a clarification on voucher programs?

President Harris: This has to do with Resolution 75-1. It has to do with the voucher plans and deleting the words "voucher plans" from line 99 and inserting a new paragraph at line 100, et cetera.

Mr. Mundy: Okay, Mr. President, unfortunately, as I said, I am the seconder of the motion, and I cannot find the maker at the moment, and I do not have the exact wording in front of me.

President Harris: I will read it and you can become the maker of the motion, and we will provide you with a second.

Mr. Mundy: I would appreciate that very much.

President Harris: It reads as follows: In 75-1, line 99, delete the words "voucher plans." Line 100, insert the following paragraph: "The Association believes that voucher plans may pose a threat to public education and must be carefully monitored by the United Teaching Profession." It was moved, submitted by *Richard Moore;* seconded, and we are accepting *Mr. Mundy* for that. We will provide you with *H. B. Gray* of Arizona for a second.

Mr. Mundy: I appreciate that.

President Harris: Do you wish to speak to it?

Mr. Mundy: Very briefly, yes. We do not like the blanket condemnation of voucher plans. As a parent, I do not like the blanket condemnation of voucher plans inasmuch as for two years recently here in California my children were involved in a voucher plan feasibility program in San Jose. That program was supported by the local unit of the California Teachers Association, Allen Rock Association.

In all instances in the Allen Rock District of California, the voucher plan worked. It involved no giving of state or federal monies to private or parochial schools. It involved more or less an expanded choice by the parents and by the students of those programs in the elementary school program that they wished to be involved in.

It also involved a great deal larger voice for both parents and teachers in establishing budget priorities and educational curriculum priorities within that district. We see this as an example possibly of the national Association's condemning action that is quite acceptable to a duly recognized and quite responsible local association.

I should tell you that the Allen Rock teachers, who unfortunately are not here today, have no problem with this voucher plan that is working in California. So, instead of blanket condemnation of voucher plans, we would like the cautioning admonition that is worded in our amendment. Thank you.

President Harris: Microphone 2, *Steve Edwards* of California, speaking against and speaking for the delegation.

Steve Edwards: Thank you, Mr. President. *Steve Edwards* of California, speaking for the delegation and speaking against the amendment to delete voucher plans. Mr. President, we

talked about this in our caucus this morning. Our California Teachers Association has a position on this.

This was put to a motion. It was entertained by the caucus, and we decided that 75-1 should remain intact as printed and should not delete voucher plans. The rationale is sufficient so that I could give you a two-hours' speech, but I am sure you would appreciate it if I do not do that.

Therefore, figuring that one should speak only when it is an improvement on silence, I would just encourage this body to turn down deleting the voucher plans and keep this 75-1 intact as printed. Thank you, Mr. President. (Applause)

President Harris: Microphone 9, *Laurence Morgan* of Tennessee, speaking as an individual, point of order.

Laurence Morgan: This is *Laurence Morgan* of Tennessee. If the maker of this amendment had actually looked in this book at 75-8, he would have found a much better explanation, and pointed out what that voucher—

President Harris: Mr. Morgan, I am going to call this out of order. You got the microphone on a point of order, and you are debating the issue.

Mr. Morgan: But I was just questioning whether we need that amendment with 75-8?

President Harris: I still insist that you are debating the issue. Microphone 3, *Jeanette Hotchkiss* of Connecticut, speaking for the delegation, speaking against the amendment.

Jeanette Hotchkiss: Mr. President, I have just been informed that I am not only speaking for Connecticut, but that I am also speaking for New Hampshire. We are against this amendment to delete voucher plans from 75-1. There is a need for it in that place, and we do not wish to have it changed. Thank you. (Applause)

President Harris: Microphone 5, *Gunnar Brown* of Missouri, speaking as an individual and speaking against.

Gunnar Brown: Mr. President, I believe there have been two against already, and we ha.. rule on just two for and two against. I was against, and there have been two against already. That is all I want to be said.

President Harris: Okay.

Mr. Brown: May I just add that there is another resolution on 75–8?

President Harris: Seeing no one else wishing to speak, I am going to put the question. All those in favor of *Mr. Mundy*'s amendment . . . opposed . . . *the amendment is defeated.* We are back to 75–1. Microphone 18, *Ron Finn* of Idaho, speaking as an individual and speaking against.

Ron Finn: Pardon me, Mr. President, I was speaking against the amendment.

President Harris: Microphone 12, *William Zeiss* of Pennsylvania, speaking as an individual and speaking against.

William Zeiss: My issue has been taken care of, Mr. President. Thank you.

President Harris: Seeing no one else wishing to speak on 75–1, I will put the question. All in favor . . . opposed . . . *the Ayes have it.*

Mr. Lewis: Mr. President, I move 75–2.

. . . *Motion* was seconded by *Keith Zook* of Michigan.

President Harris: Microphone 3, *Robert L. Brielmaier* of Michigan, speaking as an individual. Microphone 3.

Robert L. Brielmaier: Mr. Chairman, this was not on 75–2. It was on 75–15 that I wished to speak.

President Harris: All right, I am sorry. Seeing no one wishing to speak, I will put the question. All in favor of 75–2 . . . opposed . . . *the Ayes have it.*

Mr. Lewis: Mr. President, I move 75–3.

. . . Motion was seconded by *Dorris King* of *Texas.*

President Harris: Do you wish to discuss it? Microphone 1, *Marilyn Linley* of Texas, speaking as an individual, and wishing to amend.

Marilyn Linley: Mr. Chairman, this resolution appeared last year, and the delegations here defeated it. This year it is appearing again. It was defeated at the Texas State Teachers Association meeting, and I am recommending now that we amend it by removing paragraphs 2 and 3.

My rationale for doing so would be lines 118 to 122. The second paragraph refers to a percentage which is illegal in some of our states, and paragraph 3 refers to dial access, which the task force report in January told us was technologically impractical.

I recommend then that we accept this as amended, using just the first paragraph referring to the 20 percent channel capacity reserved for education.

. . . *Motion* was seconded by *Irene Kerr* of Texas.

President Harris: The amendment has been moved and seconded. Is there anyone that wishes to speak to it? Does the seconder wish to speak? Seeing no one wishing to speak, I will call for the question. All in favor of this amendment, which would delete lines 118 to 122 . . . opposed . . . I am going to give you a chance to exercise. All those who wish to amend 75-3 by removing the last two paragraphs, so indicate by standing . . . opposed . . . *the motion is carried.* We have before us 75-3 as amended. It is on page 3 and would include only the first paragraph. Does anyone wish to speak to this resolution as amended? Seeing no one wishing to speak, I will put the question. All in favor . . . opposed . . . *the amended motion has passed.*

Mr. Lewis: Mr. President, I am still on page 3. I move 75-6.

President Harris: The Chair recognizes James Kreiss of Washington for the second. Is there anyone that wishes to discuss it? Microphone 18, *Catherine Bias* of Maryland, speaking as an individual, wishes to amend.

Catherine Bias: Mr. President, I wish to amend by substitution on line 137 "shall work for" for the word "urges." The statement would then read: "The Association shall work for the adoption of an amendment to the United States Constitution to guarantee this right." I have a second at Microphone 4.

. . . Motion was seconded by *Bruce Lindsey* of New Jersey.

President Harris: We have before us *Ms. Bias'* amendment. Is there anyone who wishes to speak to it? Seeing no one wishing to speak, I will put the question. All in favor . . . opposed . . . *the motion is carried.*

Microphone 3, *Jeanette Hotchkiss* of Connecticut, speaking for the delegation and speaking for the motion as amended.

Jeanette Hotchkiss: Thank you, Mr. President. I am speaking for the Connecticut delegation, and I would remind this body that Connecticut is the Constitution State. (Applause) We urge the passage of this which could raise education qualitatively and quantitatively.

The word "education" does not appear in the United States Constitution or any other federal document. An implied right to an education exists in a few states. It would take too long to establish such a right in all 50 states. We need to establish such a right at the federal level.

This probably would be the basis of a reorganizing of the funding of education. Federal court decisions vary because they cannot be based on a nonexisting federal right to an education, but on 50 state situations. The courts have ruled that where a state constitution provides for a right to an education, the states must reorganize the funding of education.

In the absence of such a right at the state level, the courts cannot alter the old discrediting system of funding education. The most expeditious means for establishing for all Americans, including minorities, poor, and the disabled, the right to an education would be with an amendment to the United States Constitution.

We urge the passage of 75-6. (Applause)

President Harris: Microphone 10, *Beth Nelson*, speaking as an individual, parliamentary inquiry.

Beth Nelson: Beth Nelson. Thank you, Mr. President. I would like to know how to accomplish this from the floor to bring a resolution of an emergency nature dealing with the problem our fellow teachers in Georgia face as a result of the legislative action of which their president made this body aware.

My purpose for gaining the floor is to move to send a telegram immediately condemning the action of the Georgia legislature and the governor in cutting $75 million from the education budget. (Applause)

President Harris. You could move to suspend the rules, and we could do it right now.

Ms. Nelson: I would ask you to do so, Mr. President. I move to suspend the rules.

. . . *Motion* was seconded by *unidentified delegate.*

President Harris: It takes two-thirds, and it is not debatable. The question is, Shall we suspend the rules? All those in favor . . . opposed . . . *the rules are suspended.* Now, I would like for you to present your concern.

Ms. Nelson: The Virginia Association moves that the NEA send a telegram immediately to *George Busbee*, governor of the state of Georgia, to condemn the General Assembly for the action it took, and which he approved in cutting some $75 million from the state education budget. (Applause)

. . . *Motion* was seconded by *unidentified delegate.*

President Harris: All in favor . . . opposed . . . *the Ayes have it.* I can assure you this will be done. (Applause) Now, if we can have one person from the Georgia delegation to come up to the platform, we will work on that at this moment.

We have before us a proposed amendment, Resolution 75–6. We have before us an amended 75–6. Is there any further discussion on this motion? Microphone 10, *Chris Brooks* of South Carolina, speaking as an individual, point of information on 75–6.

Chris E. Brooks: Mr. President, *Chris Brooks,* South Carolina. Would it be possible to have someone from the legal staff state whether or not any complications might be involved if a free public education were guaranteed in the Constitution? What problems might this cause for teachers?

President Harris: I am going to ask *Mr. Chanin* to come up and respond to that, and I imagine you will have to ask your question again. If you would go back to the microphone and ask your question again, I will ask *Mr. Chanin* to respond.

Mr. Brooks: The question is, If a free public education is guaranteed in the Constitution, what problems could this cause for classroom teachers?

General Counsel Chanin: If the guarantee of a free public education is achieved, it will cause no problems for educators. The concern, however, is that in the legislative process by which we try to achieve that, we open up a potential Pandora's box in terms of riders and other types of amendments and subsidiary legislation that could restrict other activities that we are supporting.

Among the ones that come to mind are suggested and possible riders regarding desegregation and parochiaid and other aspects we are working against.

President Harris: Microphone 16, *William Sweet* of New York, speaking as an individual, point of order.

William Sweet: Mr. Chairman, I don't wish to speak on the motion before us, but it appears that we skipped over 75–4 and 75–5, if I am not mistaken.

President Harris: Those that no one wishes to discuss will be moved en masse when we have gone through those that have been phoned in. Now, there is a question about the noise in the auditorium. We ask that you be much more considerate.

Microphone 11, *Dennis Dunne* of California, speaking as an individual and speaking against 75–6.

Dennis Dunne: I am against this motion because I believe right now every state in the nation gives people the right to a free education. We should concentrate on compulsory education, something practical that would help improve education. Thank you

President Harris: Microphone 17, *Elva Thomas* of North Carolina, speaking as an individual, speaking against 75–6.

Elva Thomas: Elva Thomas, North Carolina, speaking as an individual against the motion. I am in sympathy with this resolution, but it seems to me that it must have some kind of limits defined. Where does a free public education begin and where does it end?

I think that this should be studied and that we should have some sort of a more clarified limitation on it before we vote on it. I would urge you to vote against it until we have limits.

President Harris: Microphone 6, *Bob Williamson* of California, speaking as an individual, the question of privilege.

Bob Williamson: Mr. Chairman, my question lends itself to the question that was asked earlier, dealing with the possible impeding constitutional considerations. My question to the attorney would be this, Are you saying that some of the rights that we are working for here at this convention, such as our constitutional right to strike to withhold services, might possibly be in conflict with an amendment guaranteeing a student a constitutional right to free education?

General Counsel Chanin: I have been advised to give you a simple no. (Laughter)

President Harris: I was trying to think of a parallel for an attorney giving a simple answer of no, and I assure you I have not been able to come up with a thing. (Laughter) We have no further requests. We have had two speakers against.

Therefore, I am going to put the question. All in favor of 75–6 . . . opposed . . . *the motion is defeated. Mr. Lewis.*

Mr. Lewis: Mr. President, I move 75–7.

. . . *Motion* was seconded by *Mary Jane Franklin* of Michigan.

President Harris: Microphone 4, *Eleanore Boris* of Wisconsin speaking as an individual.

Eleanore Boris: Mr. President, this is *Eleanore Boris* of Wisconsin. I would like to amend by

addition on line 141 in the middle of the sentence: "The Association urges its affiliates." I would like to add the following: "to cooperate and work with the American Library Association and the Association for Educational Communications and Technology to become involved in the producing, programming, and utilization," et cetera as follows in the rest of the motion. I have a second.

Motion was seconded by *Frank Totten* of New Jersey.

President Harris: All right, do you wish to speak to your motion?

Ms. Boris: Yes, please. As a teacher-librarian who works with an IMC, I realize that we need all the expertise that we can get that is available to us to have the finest programs possible for our children. I think the American Library Association and the AECT have expertise of which we should avail ourselves.

I would hope that we could cooperate and work with them so that we can use television and radio to the very best advantage, for the best education for our children possible.

President Harris: There has been a request for a division on 75-6. I will take it at this time. All in favor of 75-6 please stand . . . opposed . . . *the motion is defeated*.

All right, we are back to the *Boris* amendment. Is there any discussion on the amendment? Microphone 12, *Thomas Abernethy* from Maryland, speaking as an individual and speaking against 75. May we have your attention, please.

Mr. Abernethy: Mr. Chairman, the content of the amendment as proposed deals with specific resources. The nature of specification is a totally different matter from the content contained herein. I would suggest to the maker of the amendment, that if you would wish to have that content in the resolution, you should propose it as a totally new resolution. It is not germane to the content of the present resolution.

I wish also to object to the noise on my left, which makes it impossible for me to hear even myself.

President Harris: I am going to wait for some advice.

Mr. Lewis: Well, sir, we don't have a copy of that ourselves. It sounds like an item of new business to me. However, without the copy, I cannot say exactly.

President Harris: I am advised it is germane, and we will let it remain in order. I would make a request, however, about the noise. If you could be as considerate as possible, it would be appreciated.

Microphone 8, *Morris Beider*, speaking as an individual, point of information.

Morris Beider: Mr. Chairman, *Morris Beider* from Michigan. I was going to bring up the same point. It is my feeling that the item that is presented to you at this time is an item of new business. It calls for expenditure of funds. It calls for action of this Association, an action that is not a philosophical point.

I would then ask the Chair again to check to see whether that is truly not an item of new business.

President Harris: I have ruled that it was in order. I certainly would accept a challenge and let the House decide. Do you wish to challenge the Chair?

Mr. Beider: No, I will just wait and see what happens.

President Harris: There is a question here as to whether or not the maker of the amendment, *Eleanore Boris* of Wisconsin, had an opportunity to speak to her amendment. We interrupted. We took a division of the House on the previous item. If *Eleanore Boris* did not get an opportunity to speak, she would be recognized at this time to do so.

Ms. Boris: Thank you, Mr. President. I did get an opportunity to speak. I rose again because of the gentleman who asked whether this was germane. I feel that it is. It is in keeping with the rest of the motion, and I am not asking nor am I intending that there would be an expenditure of funds nor any action other than talking and using the available expertise when these things go on.

They go on informally in schools now. I would just like us to take a position of using the best resources possible to get the best TV and radio coverage and utilization possible. Thank you, Mr. President.

President Harris: Microphone 5, *Gunnar Brown* of Missouri, speaking as an individual.

Mr. Brown: Mr. Chairman, I would speak against the motion. I just cannot understand exactly what the lady is asking for. As a delegate-at-large, I think it should be in a situation where we can see what it is or have it presented before us.

I think it would be better to have this as a new resolution rather than submit it in this particular one. Thank you.

President Harris: Microphone 4, *Adah Vollmer* of New Jersey, speaking as an individual, point of information.

Adah Vollmer: It was taken care of in 75-6.

President Harris: Okay. We have no further requests on the amendment. I am going to put the amendment. The amendment is the addition in line 141 of the word "affiliates," "to cooperate and work with the ALA and Association for Educational Communications and Technology," something "to become involved," et cetera.

All in favor . . . opposed . . . *the motion is defeated.* Microphone 2, *Clifford Jacobson*, Minnesota, speaking as an individual.

Clifford Jacobson: Clifford Jacobson, speaking as an individual. Mr. Chairman, I cannot help but feel that we have a great deal much more important business to take care of at this convention. So rather than spending another hour on these last three resolutions, which are very self-evident—World Hunger, Urban Development, Energy Crisis, et cetera, et cetera—I therefore move the blanket adoption of all of these as written. (Applause)

. . . *Motion* was seconded by *Theresa Meyer* of Minnesota.

President Harris: The motion is to suspend the rules to adopt the remaining resolutions. It takes a two-thirds vote. It is not debatable. All in favor . . . opposed . . . I am going to have you stand just to make sure. All in favor . . . opposed . . . *the motion has carried.* We have just adopted the remaining resolutions in total as printed.

The Chair recognizes for a point of personal privilege, *Ruth Keeling* of Missouri. Microphone 5.

Ruth Keeling: President Harris, platform guests, and fellow delegates: I am *Ruth Keeling*, NEA director for Missouri, speaking for the Missouri teachers. It is with great pride that we pay tribute to one of our Missouri's own who has reached such heights of professionalism as that of *Dr. Mildred Fenner.*

The many honors and awards *Dr. Fenner* has received throughout her 44 years on the staff and as editor of *Today's Education* do not adequately measure her influence on teachers as well as the public, when she speaks with authority to the professional needs of teachers.

It is with great pride that we send to *Dr. Fenner* in Washington, as a more tangible evidence of our pride, this citation which reads:

> The Missouri NEA Special Service Award.
>
> This certifies that Dr. Mildred S. Fenner is commended for personal service rendered as a loyal and valuable member of the NEA Staff. Signed by Harold Austin, president of Missouri NEA.

Ruth Keeling, NEA director for Missouri on behalf of all Missouri teachers. (Applause)

President Harris: Terry Herndon, NEA's executive secretary, will present his remarks at this time. (Applause) Immediately following his remarks, he will provide a brief report on actions of the 1974 Representative Assembly, which, as you know, is a new item on this year's agenda as a result of your decision last year.

I consider the teachers of America most fortunate to have the services of *Terry Herndon* as executive secretary of the National Education Association. He is skillful, articulate, and highly dedicated in his work on behalf of the Association.

I am very pleased to present *Terry Herndon*, executive secretary of NEA. (Applause)

(*Executive Secretary Herndon's* address may be found on p. 12.)

Executive Secretary Herndon: We have got some really exciting reports to bring to you now. You have all received this yellow document. If there is anybody here that wishes it to be read, we can proceed. Otherwise, we will simply advise you that this report summarizes the activity taken to execute the directions that you have given us. The report is before you for your information and discussion purposes only.

There is only one item in this report that requires your attention in this session. The standing committees authorized by last year's Representative Assembly must be formally established by action of this Representative Assembly. Beginning September 1, 1975, appointive bodies will meet new requirements mandated by the Constitution and Bylaws and by other actions of the Representative Assembly.

Last year a committee was appointed by the president to make recommendations regarding a committee pattern under the new Constitution. After several months of study, recommendations were formulated regarding the continuation or termination of existing groups and the establishment of new ones.

The proposals were sent to the states for suggestion. Subsequently, the report was reviewed, modified by the Board of Directors, and presented to the 1974 Representative Assembly. The body debated the proposals, approved certain guidelines for the functioning of committees, and recommended that establishment of the eight standing committees and a Committee on Constitution and Bylaws and Rules, described in the printed report on pages 68 to 71.

Action by this Representative Assembly is now necessary to complete the process that culminated in the recommendations regarding appointive bodies. Before you now is the recommendation of the 1974 Representative Assembly that appears on page 71 of that golden report booklet. It is a recommendation that you establish the eight committees as identified in the report.

It will be appropriate for you to take that action at this time. And lest you think in doing so you have rid yourself of me, I have two more items to place before you.

President Harris: The Chair recognizes *Don Blakeslee* of Wyoming to make that motion, *Juanita Kidd* of Oklahoma to second. Is there any discussion? Hearing no one, I will call for the vote. All in favor . . . opposed . . . *the Ayes have it.*

Executive Secretary Herndon: Next you took an action in the 1974 Delegate Assembly requiring that the executive secretary report to you on the resources allocated to the achievement of one-third federal aid and the achievement of a federal collective bargaining bill.

It has been somewhat difficult for us to define precisely what the Assembly had in mind when that was adopted because shortly thereafter they adopted a program budget that made allocations to those two functions. Further, we operate under a rule that says the adoption of a New Business Item does not automatically provide the appropriation called for and to change the appropriation would require an amendment to the budget. The budget was not amended.

Therefore, the figures we are providing you are precisely those which you authorized subsequent to the adoption of that New Business Item. In the 1974–75 year, we had budgeted under the federal bargaining bill program, a minimum allocation to the Office of General Counsel for technical work in the development of the bill, technical work with the various committees of Congress; the amount appropriated thereto was $10,408.

We estimate that 20 percent of all of the time and money allocated to general legislative support was dedicated to doing foundation groundwork for trying to enact such a bill in the 94th Congress. That amounts to $70,917, for a total allocation in 1974–75 of $81,325.

The comparable amount in the 1975–76 budget to be considered later by this Assembly is $268,405, which is allocated exclusively to Objective 1 in Goal 3, the enactment of that statute.

Regarding the other matter, that is the achievement of one-third federal aid, once again it is difficult to extricate those portions of the total legislative program that affect that particular objective, because the entire legislative program is integrated in a very intimate way. However, in 1974–75, we allocated $62,408 to Objective 2.1 in Goal 4 and the comparable program for 1975–76 in the proposed budget is $132,424.

One remaining matter: this Assembly has mandated periodic evaluations of how well the merger of former Black and former White organizations is going in the South. This particular year, we conducted an evaluation of those mergers through surveys of member attitudes. That was conducted by the manager of our Southeast Regional Office in conjunction with the director of research, *Jean Flanigan.*

To report completely, I would introduce you to the manager of our Southeast Regional Office who conducted that report, *Jim Williams,* associate director of Affiliate Services. (Applause)

James H. Williams: After the merger of the predominantly Black and predominantly White NEA affiliates in the South was completed, the NEA Representative Assembly mandated periodic evaluations of these merged affiliates. To assist with this evaluation, in 1975 a questionnaire was mailed to a sample of NEA members in six states: Alabama, Georgia, North Carolina, South Carolina, Tennessee, and Virginia.

Each state sample was of such size that responses could be reported by race—Black and White. The survey was mailed March 7 through 11, 1975. Two follow-ups were made—a postal card and a letter with another copy of the questionnaire.

Some general observations as a result of the survey are as follows: A third to a half of all members of the state affiliates did not hold membership in their state organization prior to merger of the predominantly Black and predominantly White associations.

Few members are employed in all-White or all-Black schools. However, a higher percentage of White members are employed in all-White schools than Black members in all-Black schools. Most members are employed in either predominantly White or racially mixed

schools. There appeared to be guarantees for minority representation in elected offices at both the state and local levels.

There is a difference in opinion of Black and White members with regard to whether minorities would win major elections or gain appointments without minority guarantees. Blacks generally think not, but Whites think they would be elected or appointed.

About seven members in Tennessee, both Black and White, believe that the best interests of Black and White teachers are best served by a single integrated association. About the same percentage of Black and White members believe that Black members tend to vote for members of their own race rather than on the merit of the candidate.

However, the percentage of Black teachers who believe that Whites do so was about three times the percentage of Whites who believed that members of their race do. Both Black and White members feel the mergers are working well. Only about one percent feel they are working poorly. In most of the states, a higher percentage of Whites than Blacks feel it is working very well. Only a small percentage feel that Blacks and Whites are not adequately represented on delegations to the NEA convention.

A majority of both races in most of the states rate the program of their state affiliates as excellent or good except for research, the trend of local associations, and curriculum improvement.

Only about one member in ten has held elected office or been appointed to a leadership position, either before and/or after merger of the state associations. About one member in four has held elected office or been appointed to a leadership position, either before and/or after merger of the local associations.

A high percentage of members believe that the present integrated association is better able to improve conditions affecting them than the former organizations prior to merger. A higher percentage of Blacks than Whites feel that way.

Copies of this survey have been given both to the NEA Executive Committee and the Board of Directors and will be sent to the states surveyed. One editorial comment from yours truly: The South is on the rise again, this time both Black and White together. (Applause)

President Harris: There have been two inquiries. Their requests are, Number 1, what was adopted in mass confusion? and Number 2, they are confused about the voting relative to the resolutions. Now, as you recall, we first had gone through those resolutions that had been indicated by the Committee as those to which they wanted to call special attention and wanted action taken upon them. Secondly, we were going through that list that had been indicated by delegates as being items that they wanted discussed.

A motion was made and adopted that the rules be suspended and that all of the remaining resolutions be adopted as printed. That was the motion that was passed. That then caused this body to accept in total the remaining motions, the ones that had not been discussed, in the manner in which they were submitted.

There is another question on the resolutions. Someone wants a motion to reconsider and amend Resolution B-2. The question is, Shall we reconsider the vote on B-2? It would require a simple majority. I am going to ask the person who is making this request to speak to this. It is at Microphone 13, *Jerry Hall* of Kansas.

Jerry Hall: *Jerry Hall* of Kansas. The request for reconsideration on B-2 deals with the fact that the language as we amended it—it came from the Kansas caucus—did something which we didn't intend. It did something which the Task Force on Bilingual Education felt was detrimental and that the Chicano Caucus also felt was detrimental.

We have considered. We have language that can be amended in, and we have the maker of the original amendment to present that language which solves the problem for everyone and gets to the intent of all three groups. We would like to be able to present that to the group if at all possible.

President Harris: Shall we reconsider the vote on B-2? All in favor . . . opposed . . . *the vote to reconsider was defeated*. Microphone 18, *Joan Hashagen* of Maryland, as an individual, a motion to reconsider—I am not sure of which item. Microphone 18.

Joan Hashagen: Thank you, Mr. Chairperson. I move to reconsider the most recent action taken in achieving the passage of all resolutions from Section A, 75-9 through those resolutions that had not been considered on the floor at that time.

I was on the prevailing side in that action. My reason for wanting to reconsider is that it was my understanding when I voted that I was voting for only 9, 10, and 11. That is what we heard in our delegation. (Applause)

. . . Motion was seconded by *Jerry Matthews* of Maryland.

President Harris: The vote is to reconsider the vote to suspend the rules. It is nondebatable. I am going to put the question. Before I put it, there has been a request for a division of the House on the motion to reconsider just B-2.

We will put that motion following the outcome of that. We will proceed. This was on the motion to reconsider B-2. All in favor . . . opposed . . . *motion to reconsider B-2 is defeated.*

This motion is a request to reconsider all resolutions. If it passes, we then could have before us all of the resolutions. However, if it should be defeated, it would also cover all resolutions and would make out of order any additional requests for reconsideration. The question is, Shall we reconsider all resolutions? All in favor . . . opposed . . . *defeated.*

We will now take up the New Business Items. Remember that items submitted by the Board of Directors will be considered first. The others will then be considered in order. We will have estimated projected costs where appropriate.

We will now begin with the Board items, which are numbered 13, 14, 15, 16, and 17. Item Number 13, please. There is a question about the minority report that was at the end of the resolutions; the Resolutions Committee accepted that as a part of their report.

All right. We have three people who want to make comments about the manner in which the New Business Items ought to be handled. Microphone 9, *Alvin Applegate* of New Jersey, speaking as an individual. If we might have your attention, please.

Alvin Applegate: From Monmouth County, New Jersey. Last year, we dragged out ad infinitum and then we did not get everything necessary done with new business, and it ended up in one rush to finish. I think there should be a rather quick procedure here to see whether or not the majority of this group would like even to consider some of these items. We have 93 of them, I gather.

I would like to go through them quickly on a voice vote to consider. Then, on the ones that are left that the majority would like to consider, I would like to limit debate to one speech for and one against. I so move and I have a second.

. . . *Motion* was seconded by *Neil Rothman* of New Jersey.

President Harris: Why don't I try to restate your motion? You would like for us to go through the list of New Business Items?

Mr. Applegate: On a voice vote basis to consider. We will simply then limit debate on one speech for and one against for those to be considered.

President Harris: Would you require how much of a vote on each one of them? What percent of the membership in order to hear an item?

Mr. Applegate: I would say simple majority.

President Harris: This is a motion to adopt a special rule that would regulate the manner in which we would consider New Business Items. It is not debatable, and it requires a two-thirds vote. All in favor . . . opposed . . . *recommendation is rejected.*

Microphone 9, *Russel Leidy* of New Jersey, speaking as an individual.

Russel Leidy: Russel Leidy, speaking as an individual. I would like to move, Mr. President, that we consider all New Business Items on the basis of a Yes or No vote with no debate, and I would like to speak to the motion. I have a second, *Neil Rothman*, New Jersey.

President Harris: We are in the same situation. It requires a two-thirds vote. It is not debatable. I would allow the maker of the motion to offer an explanation.

Mr. Leidy: I understand there are many people here who would like to speak to these items. I understand many of them are very important. However, I feel that much of the debate that goes on here is a figment of someone's ego. We are intelligent people, and I feel that we know what we want, Yes or No.

I do not feel that I am articulate enough to change someone's mind on what they already believe, and I think that has been proven throughout this meeting. Many things have gone on in this meeting to slow it down. This will expedite it, so that we can have a constructive meeting the rest of the way in.

I want to say one more thing, Mr. President, because I may never get the mike again. I think you were a very good president for the year you were in. Thank you. (Applause)

President Harris: Thank you. The question is, Shall we suspend the rules and adopt the procedure that was suggested, which would allow no debate on the New Business Items. All in favor . . . opposed . . . *defeated.*

We have one more procedural motion before the New Business agenda. It comes from *Burt K. Vorce* of California.

Burt K. Vorce: Mr. President, To expedite consideration of new business, I move, (1) that

the maker of or first speaker in support of each New Business Item requiring an expenditure of 1975–76 NEA budget monies be required to report whether said business was presented at the 1975–76 NEA budget hearings and (2), if said business item was presented as indicated, the maker or first speaker in support will present projected cost estimates to the 1975 Delegate Assembly; and further (3), if said business item was not presented as indicated, the maker or first speaker in support will present the maker's projected cost estimates to the Delegate Assembly; and further, (4), in each instance, the president will defer to the appropriate NEA staff person for report should there be a substantial cost estimate difference between the maker and NEA staff.

. . . *Motion* was seconded by *Don Morrison* of California.

President Harris: Again, we have a special rule for the manner in which we would conduct debate on New Business. It is not debatable. If you wish to offer a further explanation, I would recognize the maker of this special rule and then we will put the question. Microphone 6.

Mr. Vorce: Mr. President, I believe this is custom, and I think that you indicated such in your opening remarks about New Business. I do wish this council to affirm such a policy, that we are cost-conscious. I think the motion is self-explanatory.

President Harris: The question is, Shall we adopt this procedure? All in favor . . . opposed . . . *motion is defeated.*

Microphone 20, *Daniel Yelton* of Kentucky, a parliamentary inquiry.

Daniel Yelton: Have we passed a motion that would limit debate to two for and two against a motion on New Business?

President Harris: That was on resolutions and amendments. It did not have to do with New Business.

Mr. Yelton: Would I be in order to make that motion now?

President Harris: Yes, you would be.

Mr. Yelton: I so move.

. . . *Motion* was seconded by *Chris Brooks* from South Carolina.

President Harris: All in favor . . . opposed . . . *motion is carried.*

We will have two for and two against on the New Business Items. We have before us Business Item 13. It is to be presented by *Daisy Moody* of Virginia, and the seconder is *Edna Stephenson* of Texas. They both wish to speak to this. Microphone 10, Board Member *Daisy Moody.*

Daisy W. Moody: Daisy Moody, NEA director from Virginia, speaking for the Board and also for the Virginia delegation. I move that the 1975 Representative Assembly reaffirm New Business Item 14 of the 1974 Representative Assembly which reads:

> The NEA and its affiliates will not enter into a merger requiring affiliation with AFL-CIO or any other labor organization.

I have a seconder at Mike 6, and I wish to speak to my motion.

. . . *Motion* was seconded by *Edna Stephenson* of Texas.

President Harris: Ms. Moody, you may speak to your motion.

Ms. Moody: Thank you, Mr. President. 1975 brought unification of the teachers of America in all states. Our membership has grown this year at the rate of 3,000 per week. We are now the most powerful teacher organization in the world. NEA affiliates represent nearly 2 million men and women and their families. The NEA bargains in thousands of locals. We are seeking that right in hundreds more.

Right now from coast to coast, political action committees are gearing up for elections. The united teaching profession has elected, is electing, and will continue to elect public officials who support our cause. We are a unique force in the American labor movement, precisely because we are not tied to the coattails of *George Meany* and his unions. (Applause)

We do not need affiliation with any organization or group of organizations that are (1) behind us in affirmative action programs, (2) whose leaders are old and hidebound and resistant to change (applause), and (3) whose members go to the polls and vote both our referenda down because they don't recognize either their own needs or ours.

If the AFL-CIO wants to organize teachers, then let them try it up front and honestly in the organizational arena. They will find that the teacher movement belongs to the organization that has proven itself able to provide maximum benefits to its members, the National Education Association.

I urge your support of this item. (Applause)

President Harris: Microphone 6, the seconder, *Edna Stephenson* wishes to speak.

Edna L. Stephenson: Mr. President, the present policy of the National Education Association relating to merger requiring affiliation with the AFL-CIO organization, or other labor organizations, was born at the Representative Assembly of the National Education Association in Atlantic City.

This policy leaves no doubt in our minds to the fact that the independence of the National Education Association is very vital to the health and to the vigor of the Association. It is of no practical value to our national Association to lose those members who believe that a strong national voice cannot afford dilution by subservience to other associations or organizations.

We agree that we want more members to swell our numerical thirst. However, this must be accomplished by getting through to unplanned members through organization of our own design, and not through any plans of merger.

The idea that educators should appendage themselves to others for strength and support is a myth. Philosophically, it sounds great; realistically, it is self-service only. A strong national strength is diluted through subservience or obedience to other associations or organizations.

Allegiance to many components weakens the superstructure of the whole. I urge you to support this motion. (Applause)

President Harris: Microphone 15, *Tom Hobart* of New York, speaking for the delegation, wishing to amend.

Thomas Y. Hobart, Jr.: I come to the microphone to make an amendment for the purpose of substitution. I would like to substitute Item 10 for Item 13. I have a second.

. . . *Motion* was seconded by *Paul F. Cole* of New York.

President Harris: Do you have a copy of it?

Mr. Hobart: It is printed in New Business Item 10. It simply does the opposite of the motion that we have before us. I don't feel it has to be read to the body. What we are talking about is bringing about an effective teacher organization in this country, one that is going to be able to represent its members in the best way.

I know the Teamsters choose to remain independent. They are able to go out for their members and get a good deal of improved benefits for each member. We cannot say that in this country. Teachers' salaries vary from one state to another, and we have not been able to effectively represent each member that we have.

I have listened to the slurs about the aged. That is out of place on this convention floor, but that is not the point that we are dealing with.

If leadership is effective, they should be that leadership. I have heard over and over again about the control that the AFL-CIO has over its units. We have never in this body talked about the structure of the AFL-CIO. I would challenge that very few in this room know anything about the AFL-CIO or its practices. (Applause)

Some day we should be sophisticated enough to talk about the different alliances that are available and then think about the members and how they need to be represented. The AFL-CIO has not in any way chastised the American Federation of State, County, and Municipal Workers for joining with the NEA, even though this very union is AFT. Yet when one of the states in the NEA chose to merge with the AFT, NEA excluded them.

I ask you, Who has the most dominant control over organizations within their structure? (Applause)

Those of you who are history teachers, if you will check the social legislation of the last 30 years, you will find the AFL-CIO in the forefront of all social improvements in this country. You should check that before you decide to say that they are an organization that does not represent the workers in this country.

You know we have a history of fighting organized labor on this planet. In England, for 100 years, the National Union of Teachers of Great Britain refused to join the labor union. After 100 years, six years ago they decided for the betterment of society in England that all those who labor for a living should get together.

If you feel that teachers do not labor for a living, maybe we do have a philosophical split. I would say to you that it is time that we stopped fighting about semantics over who we are going to merge with and who we are going to let help us. If we were to get together with the doctors, we probably could be effective because I know they put out a great campaign in order to prevent health services for the poor. That means, be professional, but they won't let us get together with them. They would not allow us on the inside. The labor movement, your father and my father, people who labor to make enough to send you to school—

President Harris: Your time has been called. (Applause and boos.)

Microphone 8, *William Gagnon* of Michigan, speaking as an individual, speaking against the amendment by substitution.

William Gagnon: I am *William Gagnon* from Michigan. I am speaking for myself. Through the years the teachers have advanced, not by competition with other groups, but through cooperation. It is not competition but cooperation that has moved labor forward in this country.

There is nothing dirty about an association with labor. Many of us, if not most of us, were educated by money that we or our parents earned in agency shops, union shops, or sweat shops. The teachers went back to work in Crestwood in 1975, in Philadelphia in 1973, by the intervention of the organized labor unions. Through organized labor, our American standard of living has risen dramatically.

Collective bargaining at agency shops would be championed by the organized labor unions of this country. I urge that all of you will vote to maintain open avenues of communication with the American Federation of Teachers. I thank you. (Applause)

President Harris: Microphone 7, *Lee Winzler* of Florida, speaking as an individual.

Lee Winzler: Thank you very much. I would like to yield to Microphone 15, *Carl Harner.*

President Harris: At which mike?

Mr. Winzler: Microphone Number 15.

President Harris: Microphone 15, *Carl Harner.*

Carl Harner: Carl Harner of Florida, speaking for the delegation. Merger is the issue at this convention. It involves some important principles: these are professional autonomy, academic freedom, the right to know, and discrimination.

First, professional autonomy. We have a right to govern ourselves, not be dictated to by union bosses. We don't need any free advice by men who have never taught in a classroom. (Applause)

Second, academic freedom. Historically, a union requires its members to march lockstep forward towards union objectives. These often clash with those of education. We need to remain free. Merger will bring loss of many of our freedoms.

Third, the right to know. We have a right to know who our leaders are, to whom they listen, where they would lead us. Do you really know who these men are and what they stand for? Maybe *Mr. Hobart* could tell us. Does *Al Shanker* listen to *George Meany* or does he listen to the kids of America? Maybe *Mr. Hobart* could tell us where merger would lead us—into militant unionism or into a unified teaching profession.

Finally, discrimination. Current union practices favor seniority above all other considerations, including civil rights and living practice that should remain nondiscriminatory. NEA favors continued progress towards full and civil rights for all teachers. We still need to improve in this way.

The action of the AFT hiding behind the false issues of so-called quotas shuts out the teachers who are members of the ethnic minorities. These are reasons you should vote against Amendment Number 10.

President Harris: Microphone 13, *Warren Dixon* of Tennessee, speaking for the amendment.

Warren Dixon: I want to speak to the amendment that has just been made. I heard so much stuff in here that is not true coming from both sides, maybe I could say something. We need this kind of a resolution for the benefit of the students in this country. Now, just because this resolution is submitted by one particular group, that shouldn't cause us to want to vote. We ought to want to vote for what is right or against what is wrong. We should disregard who it came from.

Anything to break down the dignity of labor is not a good thing. It only causes suffering when students get out of school and go out to start working. Then they have to learn through the school of hard knocks that you need to get in some kind of organization to get your share of the economic pie.

That is a drawback when we retard children and cause them not to realize what the meaning of brotherhood associations and unions are. Now, as a matter of fact, that is why we are here today: to try to get our share of the economic pie. We as teachers need to get the truth to the students about the role that unions play. If they want to go further, we should advise them in their organizations that they should work on democratic principles. Then we wouldn't have people like *Jimmy Hoffa* if they would get in the organization and use those principles that we as teachers have been telling them they ought to practice.

We wouldn't have to put up with the crooks in organizations if we would only do that. Now, there are more crooks among bankers than there are in unions. You may not—

President Harris: I am going to have to call time.

Mr. Dixon: Mr. Chairman, could I just finish the sentence?

President Harris: I am going to have to call time. You have used your time, and I would appreciate it if you would abide by the regulations.

Mr. Dixon: Thank you very much.

President Harris: You are entirely welcome. We have had two speakers for and two speakers against. I am going to put the motion. We have before us an amendment by substitution. *Mr. Hobart* would substitute New Business Item 10 for New Business Item 13. All in favor . . . opposed . . . *motion is defeated.*

We have had two speakers for the main motion. We have 19 additional requests to speak for the main motion. I am going to put the question. All in favor of adopting New Business Item 13 as recommended by the Board of Directors . . . opposed . . . *the Ayes have it.*

We have before us New Business Item 14. The mover is *Bill Bell.*

William F. Bell: Bill Bell, NEA representative. I move Item Number 14. I have a second at Microphone 2. If you insist that I read this, I shall, but I am sure that the delegates have read the New Business Items and I would simply like to speak to it.

. . . *Motion* was seconded by *Don King* of California.

President Harris: I am certainly not going to insist.

Mr. Bell: Fellow delegates, I don't know about you, but I am getting rather tired of reaffirming and reaffirming and reaffirming a position that is so firmly established in our minds and actions that it is a wonder to me why it hasn't been etched in granite. (Applause)

On the other hand, perhaps this annual reminder is almost imperative, for there remain among us some delegates whose perseverance in pushing for merger without preconditions is admirable, but unfortunately devoid of any wisdom.

I call your attention to paragraph 2 of the New Business Item, because I believe the significance of the provisions therein requires dwelling upon briefly. When the preconditions were established a few years ago and merger talks degenerated into a press release war, the NEA was accused of refusing to engage in a dialog with AFT. For once they were right.

NEA accepts the notion that dialog for dialog's sake is nonproductive and an extravagant waste of time and energy. When the AFT is prepared to engage in meaningful talks, we shall be more than willing to talk. Paragraph 2 simply obviates a potential exercise in futility.

Let me conclude with this observation: We are the united teaching profession, and we extend a hand of welcome to those teachers to avail themselves of a wonderful opportunity to join with us. I urge adoption of Business Item 14.

President Harris: Microphone 2, the seconder, *Don King,* wishes to speak.

Donald A. King, Sr.: Thank you, Mr. President. *Don King,* Board of Directors member from California, speaking for the Board of Directors. I urge this entire body to once again reaffirm its position that we are the united teaching profession: we are the spokesmen for teachers. We are the fastest growing organization. We are very happy to have any members of the teaching ranks elsewhere come together and to unify with us, but we are not willing to sacrifice the basic principles in which we believe on the altar of merger.

I call to your attention the three basic principles in which we believe. The independence of our teaching profession—that very independence gives us a right to speak for the teachers across this nation. The right of secret ballot—the basic right in the democratic process, which guarantees against intimidation. Thirdly, the guarantee that minorities will be represented proportionately in the governance structures. We have seen the encouragement of involvement of all minorities by having these guarantees. It goes without saying that this body, the policy-making body of the National Education Association, has spoken clearly over the years. It has spoken clearly in rejecting certain Bylaw amendments that would remove these things from our governance documents.

I urge you to continue to reaffirm and to reaffirm now these basic principles that have made the NEA the great organization that it is. Thank you. (Applause)

President Harris: Microphone 15, *Tom Hobart* of New York speaking for the delegation.

Thomas Y. Hobart: I would like to move an amendment by substitution. I would like to substitute New Business Item 11, and I have a second at this microphone.

. . . *Motion* was seconded by *unidentified delegate.*

Mr. Hobart: New Business Item 11 is printed on page 3. It calls for restrictions of a different kind. If the feeling of the delegates here is as strong as has been indicated for the three items

that were in the original motion, then there is no difficulty. At the time that a merger agreement would come back, you would reject that agreement if it didn't hold onto those three items. So, therefore, you are now binding yourselves for something in the future which I think is the wrong way to proceed.

The substitution of the motion would put restrictions on which would first protect the membership, a membership who has now been so indoctrinated with the evils of AFL-CIO that it is going to be very difficult for them to accept the affiliation without a mandated type of publicity which shows both sides to the members, without the ability to have a secret ballot within that local or state.

Now, to preclude locals or states from proceeding with those types of arrangements that are necessary to protect their members, I believe is a disservice—

President Harris: I am going to call this out of order. We just adopted an item that would be in direct conflict with the substitution that you are suggesting, and on that basis I am calling it out of order. (Applause)

Microphone 16, *Walter Tice* of New York, speaking for the delegation against New Business Item 14.

Walter Tice: I speak in opposition to New Business Item 14 for the following reasons: We all heard the president in his address before this convention describe the type of economic conditions and the conditions that the economy has caused for teachers in this nation.

I come from the East, where tens of thousands of teachers are suffering from the threat of losing their jobs. I have read in national magazines that this is not a local threat in the East, that this is due to the diminution of students in our schools. The economic recession that the country is going through has threatened teachers in every school district in this country.

Given that situation, it is not a rational position for us to take as teacher leaders to erect barriers between teachers and teacher organizations in this country. It is time that those who are in either or both organizations face the question, Who is the enemy? The answer cannot come back, "It's other teachers in this country." It must come back, "It's the school boards and the state legislatures, and it's the Congress of the United States and the President of the United States." (Applause)

This resolution would create an additional wall between the possibility of having real teacher unity in this nation. It is real teacher unity that will create the political power for teachers that will enable every teacher leader in every school district to truly save and represent their teachers in the kind of crisis that we are in today.

I have just one word for one of the prior speakers, who indicated that it is only the National Education Association that is the united teacher profession. I am proud to belong to the National Education Association. I am also proud to belong to the American Federation of Teachers. That gentleman said that he held out a hand of friendship to those who wished to join the National Education Association. I joined the National Education Association four years ago. I must tell you quite bluntly today, I have very seldom felt that hand of friendship in this room. Thank you. (Applause)

President Harris: Microphone 18, *Tony Butler* of Alabama, speaking as an individual, speaking against the motion. Microphone 18.

Mr. Butler: I understand you said that I am speaking against the motion that was submitted by the Board?

President Harris: It was marked in that manner.

Mr. Butler: I have to speak in the reverse order because I never speak against a resolution that the Board had agreed on almost unanimously. I cannot see in the heavens of this country that anyone would want to drop considerations for merger—

President Harris: Mr. Butler, I will have to call you out of order in that this was marked against. You would make the third pro speaker. Therefore, we have to rule this out of order. I have to apologize. A mistake was made by someone on the receiving end here.

Mr. Butler: Mr. President, I appreciate it.

President Harris: But we know where your heart lies. *Mr. Totten,* yours is also marked that way. Microphone 4.

Frank Totten: Mr. President, I am speaking for.

President Harris: Okay. I would have to call you out of order. Your slip is marked that way. Sometimes because of the lag there is an amendment on the floor and we get your name, and you are opposed to what is happening. Then the amendment is defeated and they place it back on the main motion. That is probably what is causing this mix-up.

At Microphone 7, *William Welch* of Massachusetts, a point of information.

William Welch: I was wondering if someone from the Board of Directors could explain why in the next-to-last line, where they have the president in conjunction with the Executive Committee, why that was not written up as the Board of Directors, which would make the group the president is working with a much broader group across this country?

President Harris: I am not sure I follow your question. You said in the next-to-the-last line?

Mr. Welch: The Executive Committee is a small group that has been partially elected here today or yesterday. I am wondering why this group is not larger, like going to the whole Board of Directors?

President Harris: Yes, the Board is a much larger body than is the Executive Committee. There are times when items under discussion should be dealt with in a more confidential manner. That makes it far more appropriate for that discussion to take place at the Executive Committee.

Mr. Welch: Thank you.

President Harris: Microphone 16, *Carl Goodwin* of Pennsylvania as an individual, speaking against New Business Item 14.

Carl Goodwin: Carl Goodwin of Pennsylvania, speaking as an individual, a member of the Resolutions Committee. I have worked with New York state on the Resolutions Committee, and I have not found them to be the devils. They are cooperative people and willing to work with the members of the Resolutions Committee.

We all know in states that negotiate we do not go in with preconceived notions of what we will accept and will not accept. This motion has these items in. Therefore, I oppose it.

President Harris: We have two for and two against. I am going to put the motion. The motion is, shall we adopt New Business Item 14 as printed? All in favor . . . opposed . . . *this item is adopted.*

Microphone 15, *Arthur Fox* of Kentucky as an individual.

Arthur Fox: Mr. President, *Arthur Fox* from Kentucky. I desire to make a motion to limit the debate to one minute. I have a second.

. . . *Motion* was seconded by *Betty Ferris* of Kentucky.

President Harris: It is not debatable. It requires two-thirds to pass it. If you could limit your discussion to one minute, we would give you an opportunity to speak. Do you wish to speak to your motion?

Mr. Fox: Yes, Mr. Chairman, I would like to move on with the business and cut out all this chitchat.

President Harris: All right. The question is whether or not we should limit debate by each speaker to one minute instead of two. All in favor . . . opposed . . . it takes two-thirds. I am going to ask you to stand. All in favor please stand . . . opposed . . . *it has failed.*

All right, It is 5:00 P.M. I am going to suggest that we recess until 6:30. All dinner facilities are ready. The meeting is adjourned until 6:30.

The Fourth Business Meeting recessed at 5:05 P.M.

FIFTH BUSINESS MEETING

Monday Evening, July 7, 1975

THE FIFTH BUSINESS MEETING convened at 6:45 P.M., *President James A. Harris* presiding.

President James A. Harris: Let's have the delegates move to their seats so that we can get this session started. The fifth business meeting is now in session. I would like to recognize for a point of personal privilege *J. K. Haynes* of Louisiana.

J. K. Haynes: Mr. President and members of this convention: The Louisiana and District of Columbia delegations assembled in this magnificent city call upon this convention of some ten thousand professional educators from across the nation and outlying parts of the world to pay tribute or recognize the tremendous contribution that *Samuel B. Ethridge* has made to the causes of education and human freedom.

Samuel B. Ethridge has risen to the high position he holds in the National Education Association despite the impossible circumstances circumscribing his birth, growth, and development. Sam, as we have known him, always facing high winds and strong billows, has traversed the long winding road as a classroom teacher, elementary school principal, president of the Mobile County Teachers Association, and other significant tasks along the way to cabinet status as director of the Civil and Human Rights Division of the NEA, as a voice of teachers.

He has served the NEA during the most critical period in education in the history of this nation, a transition characterized by many problems related to the implementation of Brown versus Board of Education; unrest among youth on college and university campuses; massive suspensions and expulsions in public schools; wars tearing the nation apart; and the serious problems of adequate funding for public education.

This warm spirit has preached human relations while there were those in our society who espoused hate and bigotry. *Samuel B. Ethridge* has been a dynamic influence in the protection of students and teachers' rights. Drained by the weight of years and the ravages of time and pressures of the awesome responsibilities incumbent upon him, he has continued to carry the fight in the interest of all educators and the people of America.

Therefore, Mr. President,

> BE IT RESOLVED, that the delegates to this historic convention, representing some one and seven-tenths million educators, do honor and pay tribute to Samuel B. Ethridge for his courageous and untiring efforts to humanize the teaching-learning process and to build a system of education and democracy, a better world with opportunities free and unfettered for all Americans alike.
>
> BE IT FURTHER RESOLVED, that this resolution be placed in the archives of the NEA and carried in NEA publications.

Mr. President, I move the adoption of the resolution.

. . . *Motion* was seconded by *Ellen F. Datcher* of the District of Columbia.

President Harris: The problem I am having, *Mr. Haynes*, is that as it was presented, you gave us an Item of New Business. In order to do what you have asked in your Item of New Business, we would have to suspend the rules and fulfill your concern. It is going to take a two-thirds vote for that.

So I will put that motion—

Ellen F. Datcher: Mr. President, *Ellen Datcher*, D.C. We had originally requested this as an Item of New Business, but we changed and asked for a point of personal privilege in order to make this resolution. We wanted to make it in that form, if that is allowable.

President Harris: You can come in on a point of personal privilege, but to get the delegation to actually carry out the item that you have, which is a New Business Item, would require the suspension of the rules and a two-thirds vote. I will put the motion. Do you wish to speak, *Ms. Datcher?*

Ms. Datcher: No, *Mr. Haynes* has spoken. We simply wanted to do this in tribute to a very loyal member of the staff and a devoted member. He has been a member for the District of Columbia, and we wanted to join Louisiana in this tribute to *Sam Ethridge*.

President Harris: I will put the motion. All in favor . . . opposed . . . *the Ayes have it.*

Ms. Datcher: Thank you, Mr. President.

President Harris: You are certainly welcome.

I would like to make a special announcement at this time to pay recognition to two indi-

viduals who have received a special appointment. *Carol Doherty* of Taunton, Massachusetts, and *Walter Tice* of New York have been appointed to the National Advisory Council of Education. Thanks to *President Ford* for this beginning on his commitment to use teachers as decision makers. There is also a third appointee that is not present, but these two are present with us today. (Applause)

We have before us New Business Item Number 15 that was presented by the Board of Directors. The presenter is *Kay Foster;* the seconder is *Juanita Kidd. Kay Foster* will be the speaker at Microphone 3, then *Oliver Ocasek* at Microphone 15.

Kathryn P. Foster: Senator Ocasek had one of those meetings called emergency fashion and has flown back to Ohio. We will try to make this one of those noncontroversial quickies.

I am *Kay Foster* of Connecticut, a member of the NEA Board of Directors, speaking for the Board of Directors. Your Board of Directors wishes to editorially change the item of New Business Number 15 as follows. Please delete the two words "state and" and the word "each." Strike the "s" off government, and add an "s" to "contribute."

Your second part would then read, "reforming school finance so that the federal government contributes at least one-third the cost of public education."

Mr. President and fellow delegates: Your Board of Directors requests this Assembly to accept this editorial update and to reaffirm these two legislative items as top priorities. We are now in the legislative process of working toward the enactment of a strong federal collective bargaining bill.

The passage of the NEA general aid bill—and you have already heard the status of the collective bargaining bill. You who have the opportunity to be strong teacher advocates are cognizant of the value such a federal enactment would have.

Our editorial changes recognize there are already many states contributing more than one-third of the cost of public education. In our legislative efforts to reform school finance from the federal level, we want you to reaffirm our position that the federal government should contribute at least one-third.

We place no limitations on federal funding, but we do wish to push for at least one-third federal funding.

President Harris: Okay, I am going to have to call time, *Ms. Foster,* because you have used the two minutes. The second was by *Juanita Kidd* of Oklahoma. I am going to ask that we move to our seats as quickly as we can to minimize the noise.

Microphone 10, *Mary Dix* of Virginia, speaking as an individual on a question of privilege.

Mary Dix: Mary Dix, Virginia, speaking as an individual. Mr. President, it would be nice if you, when proceeding with a motion, would say what motion you are speaking to or what motion is being voted on so that everybody in the hall would be aware of what is happening.

President Harris: We have New Business Item 15 before us. It is being presented by the Board of Directors. The mover of the item was *Kay Foster;* it was seconded by *Juanita Kidd. Ms. Foster* spoke to it; *Ms. Kidd* does not desire to do so.

At Microphone 10, we have *John Myrick* of Florida, speaking as an individual, for the motion. Microphone 3, *Horace Locke* of Florida for the motion, speaking as an individual. Some of these speakers might not be present; these came in this afternoon.

I will keep running through them until we find somebody here. If you are interested in speaking and you did send in a slip, it would facilitate matters if you would go to the microphone. At Microphone 14, we have *A. Garvin* of Kansas, speaking for the delegation, speaking for the motion. Microphone 14.

Ray Gran: Mr. President, I am not the person you called on. I am *Ray Gran* from Indiana and I do have my name in to speak for the motion.

President Harris: I would like to go through the names that were before you. Microphone 11, *Ellen Logue* from California, speaking as an individual.

Ellen Logue: I would like to speak in favor of this motion for two reasons. I went through New Business Item 24 in favor of it, and I was also the one who introduced in Chicago New Business Item 36 which is now supported by the Board.

When *Mr. Herndon* gave his brief report today, he did not fulfill what New Business Item 36 asked. First, I would request that, in the *Reporter* or somehow, we get a report on what has been done this year.

Second, what is to be done in the upcoming year with the help of both governance and staff to see that these goals that we have had now for two years are legally accomplished? I speak in favor of the motion.

President Harris: We have had two for and none against. We have about 12 here that wish to speak for it. If there are none against, I am going to put the question. All in favor of adopting New Business Item 15 . . . opposed . . . *we have adopted New Business Item 15.*

Microphone 12, *Lynn Holland* from Overseas, speaking for the delegation, a point of privilege.

Lynn Holland: Thank you, Mr. President. I have an extremely important announcement from the Overseas Education Association. The Overseas Education Association, a state affiliate, is pleased to announce the final court settlement of our back pay suit.

As overseas teachers for the Department of Defense, we are covered under Public Law 86-01. In this law we are to be paid the average salary of districts in the United States having a population of 100,000 or more. Court litigation was initiated nearly 20 years ago.

The most recent case, one in the District Court of Appeals in Washington, D.C., was initiated in 1966; we won by unanimous decision of the three judges. The long wait was over in February of this year when the Department of Defense did not appeal the decision to the United States Supreme Court.

Until this favorable decision, we had been paid the stateside average salary for the previous school year. Now we shall enjoy payment on the current year's salary schedules of you, our counterparts in the stateside schools.

Additionally, teachers entering the Overseas Department School System this fall will be able to be placed on the salary schedule for up to ten years of previous experience. Until now, the Department of Defense recognized only two years, regardless of experience.

Retroactive adjustments must be made by the Department of Defense for all teachers currently in the Overseas Department of Defense School System and for former teachers since April 1966. Any teacher who was employed in the Overseas Department of Defense Schools after April 1966 is entitled to this back pay.

This has to be one of the largest class action suits ever won. An estimated 20,000 teachers stand to gain up to $60 million. (Applause) I would like to express our extreme gratitude to all states here who have lent the Overseas Education Association support in this venture. Also to the NEA for help received over the years and to *Bob Chanin* personally and professionally, as implementation of the case was finalized.

The National Education Association Research Division, with *Jean Flanigan*, has gathered the statistics for us each year from the 206 school districts we are tied to. They certainly are to be commended for their invaluable help. He is not here today, but to be especially thanked and commended is *Earl C. Burger*, counsel, who stuck by us for nearly 20 years. To our dues-paying members—

President Harris: All right. I am going to have to call time. We appreciate that story.

Ms. Holland: Mr. President, may I make one brief announcement?

President Harris: All right.

Ms. Holland: We would appreciate the states' educators and PR persons publishing this information in their journals or their newsletters. The address to which people should write so they will be able to begin processing their collection for their money was just flashed across the screen. Thank you very much. (Applause)

President Harris: Thank you very much.

I am going to run through as many points of personal privilege as I can. I am going to try to limit you to the two minutes. *Dexter Meyer* of Kentucky, point of personal privilege. Microphone 15.

Dexter Meyer: The point that we wanted to talk about, the energy crisis, was quite a while ago, but I think it is just as relevant now as it was at that time. We in Central Kentucky, Lexington in particular, have come into a problem with a national gas cutback of 40 percent.

Our schools have been classified as commercial enterprises, not as educational ones. We think that this is a major concern that perhaps other people in the nation are tackling. We have been given alternatives such as operating our schools in the winter with temperatures in the rooms of 42 degrees, or operating in the summer months, or closing one-third of our schools.

The request that I had was this: since we have adopted the resolution on the energy crisis, perhaps the different state government relations departments could work with their state representatives in securing positive legislation that might be helpful to remedy our situation.

A Special Congressional Committee is going to meet in Lexington to review this problem. We are hoping that NEA may use some of its resources and help us go through some of the congressional doors that perhaps our city and county fathers may not.

We are very hopeful that the states individually, as well as the NEA collectively, might be able to lend us some support. Perhaps you might, in your counties and cities and in your states, look to see if any of your state representatives or senators are possibly serving on the committee that is regulating the use of natural gas. Thank you.

President Harris: All right. I would appreciate it if we could get a little more order. Microphone 13, *George Gittins* of Oregon.

George Gittins: Mr. Chairman, I would like to move the agenda, please. (Applause) I have a second.

. . . *Motion* was seconded by *Chuck Wilbur* of Oregon.

President Harris: The question is, Shall we move the agenda? All in favor . . . opposed . . . *motion is carried.*

We have before us New Business Item Number 16. The presenter is *Thelma Lang.* The speaker at Microphone 5.

Thelma Lang: The NEA Board of Directors moves that the Representative Assembly of the National Education Association approve New Business Item Number 16. I have a second, *Dwain Pedersen,* director of the Boys Town Education Association.

President Harris: Do you wish to speak to it?

Dwain Pedersen: Yes, I am speaking on behalf of our association. I wish to thank the NEA Board of Directors for New Business Item 16, and I wish to thank the NEA staff and elected leaders for their help in the Boys Town issue. I wish to thank the many delegates and delegations here who have expressed their support for us.

The 20 NEA members of Boys Town were dismissed without any due process, and they need the help of this Assembly. The 80 teachers who remain at Boys Town also need NEA help, the help of this Assembly, as they have no due process.

Boys Town, perhaps the richest city in the United States, with over $200 million in the bank, is governed by a national board of directors. We believe that this national Boys Town board of directors needs to hear from our National Education Association.

Please pass New Business Item 16, and thanks for all your help. Many of the people who were dismissed have had over 20 years of experience. Some of them are two or three years away from retirement. We think they have been treated badly, and we need your help. Thank you very much. (Applause)

President Harris: Microphone 5, *Ralph Martin,* Texas, speaking as an individual, a point of order.

Ralph Martin: Yes, Mr. President, *Ralph Martin* of Texas, speaking as an individual. I know you mentioned just a while ago that you would like for the delegation to be quiet. We have been going on now about 30 minutes, and I am still having difficulty hearing. I know some others are, too.

If the Chair could direct its attention again to this matter, it would help a lot of us, I think.

President Harris: I would appreciate it tremendously if we could get the noise under control. It makes it tremendously difficult to try to function. We are getting numerous complaints. You are being tremendously inconsiderate in a few places, and if you could bring it down, it would be appreciated. (Applause)

At Microphone 11, *Bruce Wyckoff* of California, speaking as an individual, a point of inquiry.

Bruce Wyckoff: Mr. President, we cannot hear back here. Since we are in the world of technology now and we have the big screen, is it possible that we get a written message on the amendments, especially the long ones, so that we can copy it down? Instead of having you read it to us?

President Harris: I don't know what is involved. He wants the message up on the screen. We will get a response on that shortly. As soon as I do, we will let you know about it. If it is possible, we will just do it.

Mr. Wyckoff: Thank you.

President Harris: Microphone 5, *Dwain Pedersen,* state of Nebraska, speaking as an individual for Item Number 16.

Dwain Pedersen: Dwain Pedersen, Nebraska, speaking in behalf of the Boys Town Education Association. Our presence here is a very basic request, and that is to have you identify with us since we are all Nebraska Education Association members and also members of the National Education Association.

Our feeling is the dismissal of the teachers of Boys Town was unethical. We need the backbone of the National Education Association to help us in proving that to our administrators.

As a personal example, one of our teachers was with us for 27 years at Boys Town and for 27 years was a member of the NEA.

I would very much not like to return to Nebraska and tell him that his membership dues in NEA for 27 years were not worthwhile. Thank you.

President Harris: There are no more requests to speak on Item Number 16, and I will put the question. All in favor of adopting New Business Item 16 . . . opposed . . . *the Ayes have it.* (Applause)

We have before us New Business Item Number 17. The mover is *Nexton Marshall;* the seconder is *Emanuel Kafka.* The first speaker is at Microphone 11, *Dr. Horace Tate* of Georgia.

Horace E. Tate: Mr. President, this is *Horace E. Tate,* a member of the NEA Board, speaking for the Board of Directors. I rise to speak in support of New Business Item 17 and to ask this Assembly to support this item. New Business Item 17 is designed to empower the Board of Directors to make a thorough study of all elements that are necessary to assure the members of this Association that their annual convention will be held in a city that can adequately provide the necessary services to assure all who attend that the business of the Association will be transacted in an effective manner.

New Business Item 17 also mandates that local and state leaders be consulted for their input before a report is made to this Assembly in 1976. When this item is passed, authority will have been granted this Assembly to, Number 1, study ways to provide representation for all local and state affiliates at our annual meeting; Number 2, study the city in which an annual convention might be held in order to determine if the city is adequately equipped with the facilities necessary to accommodate those in attendance; and Number 3, provide equitable representation patterns for state and local delegates in line with the new Constitution.

The Board of Directors feels that this exploration is needed and urges you, the members of this Assembly, to support New Business Item 17 so that implementation of this item may be initiated.

President Harris: All right. Someone has called in and suggested that I tell the delegates that the number on the screen is the number of the item under consideration. That is not a page number. That is the number of the item under consideration.

The next speaker is at Microphone 5, *Edna Stephenson* of Texas.

Edna Stephenson: Mr. President and fellow delegates, I too would urge you to support this amendment to establish a committee to study these problems with which we are confronted. We are not in agreement with reducing the size of our Representative Assembly. Certainly, we are cognizant of the difficulty experienced in planning and executing a quality convention, and I would like to commend you for the ease and the convenience we delegates have experienced here so far this year. (Applause)

We feel that it is necessary to get as much input from our local and our state leaders as possible to provide two things: involvement by as many members as possible and optimum facilities and climate for our decision-making Representative Assembly.

This committee is needed to study these problems confronting us, and I would urge you to support this motion.

President Harris: Microphone 5, *July Behnke* of Missouri, speaking for the delegation and speaking against the motion.

July Behnke: Thank you, Mr. President. The Missouri delegation is opposing New Business Item 17 for the following reasons: first, we feel that the money expended relative to having elected leadership input for matters of convenience is really quite unnecessary. We have fine NEA staff people who do the very best job they can, in some cases under less than optimum conditions, and to spend money to have elected leaders come in to do the same kind of thing seems to be rather redundant.

Secondly, and more important, we cannot afford at this time, not being a large delegation, to have another kind of delegate pattern to come before us which will limit input from the state of Missouri. Missourians have a slogan, "Show me." We want to show the people back home that we have maximum input. But in order to do that, you have to get the delegates here. To reduce the size or to come up with another plan isn't going to help us yet. Some day we will be a Michigan or an Illinois, but we are not there yet.

We encourage you to defeat this New Business Item. Thank you. (Applause)

President Harris: We have had two for, and no one else wishes to speak against. Microphone 12, *John Heiser* of Pennsylvania, speaking as an individual, wishing to amend.

John Heiser: Mr. President, I would like to amend by deletion. I would like to delete the

words "and size requirements" through "Bylaws" before the semicolon. I would like to speak to that.

. . . *Motion* was seconded by *Leslie Ramsey* of Pennsylvania.

Mr. Heiser: I have introduced this amendment for two reasons: first of all, earlier we withdrew the amendment changing the ratio of representatives to members. That was fairly obviously withdrawn. If we are going to have a motion that is going to say we are working to change the size of this delegation, it should say it explicitly and clearly.

This whole motion is very poorly worded, and I don't think everyone is even sure what that section says. Thank you.

President Harris: Anyone else wishing to speak? Seeing no requests, we have before us *John Heiser*'s amendment to Item Number 17, which would delete in line 6, starting from the second word from the end in that line, "size requirements," and would delete all matters down to the word "Bylaws" in the third-from-the-bottom line. Therefore it would eliminate the study of the size requirements, et cetera, for the Delegate Assembly.

Microphone 10, *Thelma Thompson* from Delaware, wishing to speak against.

Thelma Thompson: I am *Thelma Thompson* from Delaware, speaking as an individual. I urge you to vote against this amendment to New Business Item 17. If we are really going to have a committee that looks at all aspects of the functioning of this Representative Assembly and to get input from the states and the locals to determine how best to deal with the problems that we are constantly faced with, then there should not be limitations on the study.

You would have plenty of time to put limitations to the recommendations that are brought in and vote them up or down. The final decision will rest with this Representative Assembly. It is unwise and self-defeating to limit the extent of the study group that would look into this situation in attempting to make this Representative Assembly function in the very best and most efficient way possible to provide the very best representation for our members back home whom we are supposed to be working for. Thank you.

President Harris: Microphone 11, *Burt Vorce* of California, speaking as an individual.

Burt Vorce: I couldn't have said it better. I endorse everything she said. Thank you.

President Harris: We have had two against. Seeing no one else wishing to speak, I am going to put the question. All in favor of John Heiser's amendment . . . opposed . . . *the amendment is defeated.*

We have before us the unamended Item Number 17. Does anyone wish to speak? Seeing no requests for the microphone, I am going to put the question. All in favor of New Business Item 17 as presented . . . opposed . . . *it passed.*

We are now ready to move back to New Business Item Number 1. The first speaker is *Walt Galvin* of Iowa at Microphone 3.

Walt Galvin: All right, Mr. President. We submitted this thing a couple of months ago. In the interim we have had the adoption of the report on the Committee on Educational Finance. We feel that our New Business Item Number 1 is covered by that. We would like to withdraw it.

President Harris: If there are no objections, we will consider it withdrawn.

There is a question on Item Number 17 on which we just voted. Microphone 12, *Leslie Ramsey* from Pennsylvania, speaking as an individual for a point of information.

Leslie Ramsey: The motion that we just passed regarding the size of the Assembly—would this be in violation of the Constitution if we changed this without a constitutional amendment?

President Harris: It simply calls for a study. They would be empowered only to recommend a change with the final action being taken back here.

Mr. Ramsey: Okay. Thank you.

President Harris: Surely. Item Number 2. Microphone 3, *Walt Galvin* of Iowa, on New Business Item Number 2, submitted by the Iowa State Education Association.

I would appreciate it if you would bring the noise down again, please.

Mr. Galvin: Mr. President, that was withdrawn the other day.

President Harris: Thank you. Item Number 3, submitted by the Texas State Teachers Association. Number 3 is out of order because it is redundant. We have passed an item that covers that.

Item Number 4, please, submitted by Texas State Teachers Association. If those of you who have submitted New Business Items would call in ahead of time, we will have a slip ready. We will know at which microphone you are, and we will be prepared to call you. Microphone 6, please. *Larry Yawn*, president of the Texas State Teachers Association.

Larry Yawn: Thank you. I move the adoption of Item Number 4. My second is here.

. . . *Motion* was seconded by *Grace Grimes* of Texas.

Mr. Yawn: Mr. President, I would like to yield my time to *Harriet Mauzy* to speak to Item Number 4.

President Harris: Before you do, *Mr. Yawn*, I want to suggest that as it is stated it is out of order. If in order, it would call for a special committee that would have a specific charge and a specific time frame. This has neither of those. You may wish to perfect this before presenting it so that it would be in order.

Mr. Yawn: Thank you, *President Harris*. There is some new wording which we think is going to be substituted. I am not advised as to whether or not it has the particular items that you mentioned. If you would allow us to delay this, we would check on that and come back to it.

President Harris: All right. That takes us to Item Number 5, submitted by the Washington Education Association. I remind you again, if you will call in ahead of time when you have an item coming up, we can get a microphone and a slip on you. Item Number 5. Microphone 12, *Dolores McDaniels* from Washington, speaking for the delegation and speaking for the motion.

Dolores McDaniels: *Dolores McDaniels*, Washington state, speaking for the Washington delegation in favor of Item 5. Current NEA-NCATE—the National Council for the Accreditation of Teacher Education—guidelines mandate that all people that come into your state have to come from out of state. No one from in state will be paid to evaluate these programs. We have had a great concern in our state about this. We are asked to be an observer. The professional association is asked to send an observer.

If you have a great deal of money in your budget, many times this can be done. If you have no money in your budget, you have to depend upon people from other states to determine whether the programs currently being developed and utilized in your state for the training of teachers are adequate or more than adequate.

This money, by the way, does not come from an NCATE budget, but is paid by the college or university that is being evaluated. We feel that there should be a provision for a professional association representative to serve as a member of that team with the same funding as those people who come in from out of state to evaluate the program.

President Harris: Is there anyone else who wishes to speak? Seeing no one requesting a microphone, I am going to put the question. We are on New Business Item Number 5. All in favor . . . opposed . . . *the Ayes have it.*

As you have requested, we are having amendments to New Business Items prepared for running on the TV screen. Please call in any amendments you may have as early as possible so that they can be programmed. We will be unable to screen any lengthy amendments that are not called in to us in advance.

New Business Item Number 6—that has been withdrawn? What is the next item? Number 7, submitted by New York State United Teachers. *Toni Cortese*, Microphone 15, New York, speaking for the delegation, speaking for the main motion.

Antonia C. Cortese: I speak in favor of this motion. I think this Representative Assembly is going to see a dramatic change in the organization. Both yesterday and today we cast ballots for the first two-year term president in the history of the NEA. We have said an awful lot in the past few years about the musical chairs game that has been played in terms of our elected leadership.

Because we are electing a two-year president who will be responsible for implementing the policies enacted by this Representative Assembly, it is absolutely essential that that person have staff available to be part of his administration in implementing the policies that we set here.

So I urge your support for this motion. The special assistant named would be responsible only to the president and answerable only to the president instead of the executive secretary. That marks a dramatic change in the organization because what we are doing is taking a step forward and making sure that we, the delegates and the elected leaders of this organization, control the organization.

I certainly think that is in our better interests and all the members that we represent, so I urge your support for this item. (Applause)

President Harris: Microphone 5. Microphone 9, *Jack Benson* of Tennessee, speaking against.

W. Jack Benson: Jack Benson, NEA Board. I would urge that you reject Item 7. This New

Business Item is somewhat misleading since its central premise is based on action by the Board of Directors which is no longer in effect, because of a substitute motion that the Board passed last week. The Board treated this with a great deal of time and discussion. It reached a consensus with nearly 90 percent approval that the president does have the need for an assistant, that the president does have the need for an assistant that answers to him, but the Board closed some of the openness in the previous position it had taken and wrote a new position which is much better than Item 7 in that it sets certain responsibilities and limitations upon this assistant.

It was the Board's decision that a person should be or could be deployed from the staff in this position. If a staff person is not available who meets the conditions that the president desires, then a special consultant could be hired for a limited time to serve the president and to be responsible to the president.

This consultant would be hired and employed by the Executive Board for this limited time. The Board took a very important position in that this special assistant should serve the president in all areas except partisan political and personal political activities. The Board seemed to feel that it is important that we put these limitations, directions, and specifications into this, and Item 7 certainly opens the door. We feel like it does not give proper direction or lead to good business activities, so I urge you reject it.

President Harris: Microphone 10, *Joe Gates* of Delaware.

Joseph Gates: Joseph Gates, Delaware, speaking as an individual. Fellow delegates, as a member of the Board of Directors, I rarely vote with my colleagues from New York, but in this case I agree with them. I think that the idea of an assistant for the president is in line with the actions of large corporations and other large national bodies. I think it is a reasonable position, and I urge you to support this particular motion. Thank you.

President Harris: Frank Totten of New Jersey, speaking as an individual on a point of order.

Frank K. Totten: Mr. President, since according to *Mr. Benson* the president does have a special assistant now and since there are means and limitations of handling it, I ask you to rule this motion out of order.

President Harris: I don't find a basis for ruling it out of order, it being an endorsement of prior action. It would be a practical matter that could come before the House.

Microphone 2, *Richard Wilkinson* of California, speaking as an individual, wishing to amend.

Richard Wilkinson: Richard Wilkinson of California, speaking as an individual. I move to amend this Item of New Business by placing on the third line "an assistant," thereby eliminating the possibility of many assistants. I have a second. May I speak to it?

Motion was seconded by *Howard Bowyer* of California.

Mr. Wilkinson: I believe the intention of the Item of New Business to be commendable. I am afraid if this amendment does not pass, the item will be defeated. There is the possibility of having 140 assistants. That is all I have to say.

President Harris: I see no one else—Microphone 15, *Robert Walsh* of New York, a matter of parliamentary inquiry.

Robert Walsh: We had a great debate back in my local in New York about whether it was worthwhile to send us here as delegates. Looking at some of the New Business Items, I think I am going to have a great deal of difficulty defending discussing some of these items.

I understand that the procedure has been changed this year to make it more difficult to get New Business Items on the agenda. Perhaps the method should be made even more difficult.

I would like to direct the body's attention to the following New Business Items: take a look at Number 24 and Number 25. Are these really offered seriously?

President Harris: Sorry, sir, I am going to have to rule you out of order. That is not a parliamentary inquiry.

Microphone 3, *Bill Bell*, Connecticut, a point of information.

William F. Bell: Mr. Chairman, based upon the action of the Board to rescind the motion of the May meeting and a compromise motion passed, can you give me the rationale for considering Business Item Number 7 in order? It is misleading.

President Harris: I received advice that it was not out of order. I am going to ask someone to speak to this. Would you care to, Terry? I am going to respond. You have a point in that this does not accurately portray what it states that it does in the first sentence. It is poorly written. It is not out of order, and I will have to ask the maker of the motion from New York state maybe to clarify which of the two things they would like to do.

Do they want this Assembly to endorse the action of the Board of Directors, which was not precisely what was written here? Or do they want the action that is described here, which would not be endorsing the action that was taken by the Board of Directors? The maker of the motion or someone speaking for the state of New York would have to respond to that. Microphone 10.

Daisy W. Moody: President Harris.

President Harris: I called on someone from the state of New York. Microphone 15.

Ms. Cortese: Our feeling is that we want this as it is written here to be the policy implemented and made by the Representative Assembly. At the time that this motion was written, the Board was supporting a different one.

We want the motion the way it is here, approved by the RA by the highest level of governance in the organization, but we would have to delete that it endorses the action of the Board of Directors. What we would do is delete the portion that says "endorses the action of the Board of Directors" and authorizes the appointment.

President Harris: "The Representative Assembly authorizes the appointment"?

Ms. Cortese: Right.

President Harris: All right. The maker of the motion is offering a rewording and it would read as follows: "The 1975 Representative Assembly authorizes the appointment," and that that remains.

Now, the *Wilkinson* amendment simply gave an assistant, made it the singular rather than plural. The amendment was accepted. We have before us the *Wilkinson* amendment, which would change "assistants" to make it singular, "assistant," with the wording that was just arrived at.

Microphone 10, *Daisy Moody* of Virginia, speaking as an individual, point of information.

Daisy Moody: Thank you, *President Harris.* Inasmuch as this item as it is printed is in error about what the Board did, would you please read to this Assembly exactly the motion that was passed by the Board so they will know what we did?

President Harris: We are getting that information. I would simply point out that it is strictly information and shows the action that the Board took. The question of whether or not this statement now is in conflict is no longer a question because it was reworded, but you certainly are entitled to the information that was requested.

All right. The Board action reads as follows: "The executive director shall deploy staff to assure that adequate support services are available to the officers in the discharge of their responsibilities. Staff shall mean any individuals except full-time elected officers who receive compensation from the Association; and that at the request of the president, a staff member will be assigned as a full-time special assistant to the president. In the event the executive director and president are unable to agree upon the assignment of a special assistant from the staff, the president, with the approval of the Executive Committee, will direct the executive director to execute a contract with an outside consultant of the president's choice to secure services for a defined interval of time.

"This consultant shall serve under the direction of the president for a specific service for a defined interval of time. He may assist the president in all activities other than those in the personal, political and/or partisan political arena of the Association."

Now, this is the action that was passed by the Board.

We have before us the New Business Item as presented by New York state. Microphone 3, *Tom Harvey* of Michigan.

Tom Harvey: Point of information. In order to put this into perspective, it was put forth a short while ago by an NEA Board of Directors member that that Board action did in fact make this unnecessary.

My question is, Do the limitations within that Board action, in particular the restriction against any political action on behalf of the president's program—are those greater restrictions than the Board has placed upon management NEA staff? Now, I would define the difference. I am very, very clear what the UniServ position is, but NEA or MEA management staff—

President Harris: I would say no, that it is generally assumed that staff would not get involved in the personal political activities of the president.

Mr. Harvey: Those same restrictions have been placed upon NEA management staff?

President Harris: Yes.

Mr. Harvey: Thank you.

President Harris: Microphone 9, from Illinois, speaking as an individual, *Don Raffetto.*

Don Raffetto: Don Raffetto, Mr. President, speaking as an individual from Illinois. My concern with the Item Number 7 is that it implies that apparently the executive director and the president may not be in harmony with what the organization is trying to do. I feel after hearing *Mr. Herndon*'s excellent talk that the NEA staff is in harmony with what the Representative Assembly wishes to have done. I don't think that we should have any employee on our staff who is solely responsible to the president and not responsible to the Representative Assembly.

I would urge you to vote against this motion. (Applause) Thank you.

President Harris: Microphone 6, *Alma Delley* of Texas, speaking as an individual, point of information.

Alma Delley: Mr. President, with regard to Item 7, I would like to know if the hiring of this assistant includes a budgetary involvement, and if so, how much? Is there a figure to be given to this RA?

President Harris: Yes, there is, and I am going to ask the treasurer to respond to that.

Treasurer John T. McGarigal: The amount that has been placed in the budget for this type of an individual is $35,000. It is in the administration budget at the present time.

President Harris: Microphone 13, *Larry Brown*, West Virginia, speaking as an individual, point of information.

Larry Brown: Mr. President, I thought I had my question answered, but I am not sure.

President Harris: I am going to ask you to wait just a moment while we bring the noise down. Microphone 13, please.

Mr. Brown: I was under the impression, sir, that the budget had included an item for $50,000 for such an assistant. If we permit the New Business Item to stand, will that amount still be available in the present proposed budget?

Executive Secretary Terry Herndon: The budget can only provide for the cost of the services of an individual. The budget provides for a body; it does not distinguish as to whether that body is a confidential assistant or any other kind of assistant reporting directly to the president or a member of the NEA staff assigned to the president.

But whichever of the two it would happen to be, the expense will be approximately the same. For that reason, the budget for the administrative offices of the Association has provided funds to make it possible for us to provide assistance to the president.

But the question of policy as to the nature of the employment circumstance of the individual cannot be addressed via the budget.

President Harris: I am going to point out that we have moved away from the discussion of the amendment before us, which simply made the matter singular rather than plural, and we are discussing the main motion. So, until we dispose of the amendment, I am going to rule such discussion out of order. I would like for you to keep that in mind as you present your point.

Microphone 6, *Bruce Wyckoff* of California, a point of order.

Bruce Wyckoff: Mr. President, my point is that I believe this entire motion, both the amendment and the main motion, are out of order due to the provisions of the Bylaws. I call your attention to page 117, which would be Article 10-1 (a), which indicates that it is the duty of the executive director to employ, direct, and supervise all Association staff.

Now, although I may be in sympathy with this particular motion from New York, we cannot by a New Business Item overrule our Bylaws.

President Harris: The problem we are having hinges on the word "staff." The definition that you read relates to staff. The procedure that has been used in the past was to consider such individuals as private contractors and not as staff, not being involved in the usual kinds of negotiated items that the regular staff is covered by.

It is necessary that we hire many independent contractors from time to time to do specific kinds of assignments. They are hired for a specific job for a particular time and technically are not a part of NEA staff. This item does not use that term and does not refer to them as such, so that is where we are having the problem.

With the executive secretary directing the regular staff, et cetera, that is no problem. The Executive Committee did not choose to call this person "staff." That is under consideration.

Microphone 7, *Sandy Kiley* of Massachusetts, speaking as an individual, point of information.

Sandra Kiley: Mr. President, since all of this discussion seems to rest on what would be more helpful to the president of the NEA, I would ask at this time, Could a president of the NEA reflect on which would be more helpful to a president of the NEA—the action by the NEA Board of Directors or this New Business Item Number 7? Is that in order, Mr. President?

President Harris: Let me comment on the two items we have before us. We have an item that was passed by the Board that allows for a greater flexibility than does the item that is suggested here. I find myself in the same dilemma with this question as the executive secretary did just a moment ago. Because of the personal kind of involvement, I am hesitant to comment on it.

Legal Counsel Robert H. Chanin: As the only one up here who is not personally involved, let me clarify both of the two points. (Applause) The Bylaw reference does give the executive secretary the power to hire staff. The presumption that we go on is that this Representative Assembly never takes an action which is in conflict with the Bylaws.

Based upon that presumption, if you pass this type of an item, we would assume by implication that you have construed that person not to be staff and therefore you have not taken an action in conflict with the Bylaw; you would construe him to be an independent consultant such as we use periodically in the legal field and many other specialized areas.

That is, I think, the posture on that Bylaw question. In terms of the relative posture of the two items, I believe the question was almost a personal reaction of a president. But I can only answer it in terms of what the two items do, vis-à-vis the flexibility in this area.

If the Representative Assembly adopts a policy regarding the hiring of this type of person, it becomes locked in, at least until the next Representative Assembly. If it does not take action in this regard, but leaves the policy development to the Board of Directors, there is more flexibility—to the president, the executive secretary, the Board of Directors—because they can change it during the year. (Applause)

President Harris: Microphone 17, *Larry Hall* of Pennsylvania, speaking as an individual, point of information.

Larry Hall: Mr. President, if this amendment passes, I would assume that this would cost $35,000. Is that correct?

President Harris: It would cost that if it didn't pass.

Mr. Hall: Would you please give us a breakdown of the $35,000 budget on this item?

President Harris: This has been asked and it has been answered. You got the mike on the point of information. I am construing this as debate, rather than information.

Mr. Hall: Thank you.

President Harris: The item that we have before us is actually an amendment, not the main motion. I suggest that you direct your questions or your comments to the amendment. *Mr. Wilkinson's* amendment simply inserted the word "an" and took the "s" off of "assistants" so that it read "an assistant."

Microphone 9, *Jack Benson* of Tennessee speaking as an individual, a point of information.

Jack Benson: Just one question, Mr. President. If we reject the New York New Business motion here, my question is, This will not preclude the Board's motion from taking action where assistance can be given to the incoming president, is that correct?

President Harris: That is correct.

Mr. Benson: By rejecting this, we can still have enough flexibility to serve our president?

President Harris: That is correct.

Mr. Benson: Okay.

President Harris: Microphone 5, *James Russell* of Texas, speaking as an individual.

James Russell: I am *James Russell* from Texas. I move the previous question. (Applause)

President Harris: The question is, Shall we close debate? We have before us the amendment, so it would close debate on the amendment. All in favor . . . opposed . . . *debate is closed.* The amendment was in line 3 of the Board action. It changed the word "assistants" by eliminating the "s" and it placed the word "an" in front of it.

All in favor of this amendment . . . opposed . . . *the motion is defeated.* We have before us the originally proposed motion, coming from the state of New York. We have had two for and two against, so we have concluded debate on it.

I am going to put the motion. All in favor . . . opposed . . . *the motion is defeated.*

This brings us to New Business Item Number 8, submitted by New York state. Microphone 15, *Paul Cole*, speaking for the delegation, speaking for the motion.

Paul F. Cole: Thank you, Mr. President. This is simply stated, and the formula would be simply applied so that we could provide equity and fairness to teachers, whether they are living and working in very small locals or large locals. Essentially what we would do here is to allow states full funding for each 1,200 members. That would allow the states the flexibility to establish units or clusters or to establish other UniServ delivery systems.

The types of systems that we could provide in the states could vary in each state to meet the

needs of those states and would not necessarily be uniformly imposed from above. Currently, states lose significant sums of money, either because large locals fail to reach the area between 2,400 or 3,600 and so on. Smaller locals fail to reach even the number of 1,200 or find great difficulty in clustering.

So this is, in essence, in simple fairness, an equity for all members, and I urge your adoption of New Business Item 8.

President Harris: Due to the fact that this is an item that would have a price tag on it, I am going to request that an estimate of cost be presented by the treasurer.

Treasurer John T. McGarigal: Thank you, *President Harris*. As best we can estimate, the total additional cost for this would be from $3 to $4 million. That is in addition to the $8.7 million that we already have in the budget for next year, so it would be $3 to $4 additional million.

President Harris: Microphone 5, *Chris Doolin* of Florida, speaking for the delegation and against the New Business Item.

Chris Doolin: This happened once before, and this is the second time. I was asked to hold from the item I asked to speak to earlier. I have taken my name off of the items I asked to speak to earlier.

President Harris: John Urseth of Minnesota, speaking as an individual on a point of information at Microphone 2.

John Urseth: My question is, If this were adopted, would that mean that those states that fund their UniServe units on an individual basis would be no longer able to do that? Would the money have to go directly to all the states?

President Harris: I am going to ask the maker of the motion to respond as to his intent. *Mr. Cole*, would you respond?

Mr. Cole: The intent is simply to divide the state membership by 1,200 and allocate in that manner.

President Harris: Mr. Urseth, does that answer?

Mr. Urseth: That really didn't answer my question unless the answer was Yes, the money will just go to the state, not to individual units. Was that the interpretation?

President Harris: That seems to be a reasonable interpretation of the answer that was given.

Microphone 14, *Stan Irwin* of Indiana, speaking as an individual, speaking against the motion at Microphone 14.

Stan Irwin: I would like to defer to *Brenda Girton* of Indiana, speaking as an individual, at Microphone 15.

Brenda Girton: I speak against this motion. The gentleman in giving his explanation just now explained exactly why. If we do in many of our states take our total population and divide by the 1,200, it would in fact in some instances reduce the amount of money we get for UniServ, because it would not allow us to properly fund our UniServ units. I speak against this for that reason, because it would in many instances affect us adversely. (Applause)

President Harris: Microphone 14, *Darlene Bruner* of Florida, speaking as an individual and speaking against New Business Item Number 8.

Darlene Bruner: I pass.

President Harris: Anyone else? Microphone 12, *Lou Armbrust* of Washington, speaking against New Business item 8.

Lou Armbrust: Lou Armbrust, Washington, NEA director and chairman of the NEA UniServ Committee. Earlier in the year, this same item came to our Committee for a study. After a rather exhaustive study by the Committee and a report by the treasurer to the Committee, the Committee recommended to the NEA Board of Directors, that, in light of the cost of $3.8 million and in light of the subversion of the concept of giving money to states rather than funding individual UniServ units, the Board of Directors oppose this motion.

The maker of the motion is on the Board of Directors and knows what happened to that motion: 13 votes for, 98 against. I oppose this motion. Thank you, sir.

President Harris: Microphone 7, *Sandy Kiley*, speaking as an individual.

Sandy Kiley: Could I move the question?

President Harris: Certainly. The question is, Shall we close debate? We have before us New Business Item Number 8, a formula for allocation of funds to UniServ. All in favor . . . opposed . . . *motion is defeated.*

Originally we set aside New Business Item 4 that some work might be done on it. They have it ready now at Microphone 17 from Pennsylvania.

Judy Kovalcik: Judy Kovalcik, of Pennsylvania, speaking as an individual. I wish to submit the following amendment to New Business Item 4 by substitution:

> That the NEA Committee on Instruction and Professional Development coordinate and cooperate with the National Council for Exceptional Children to develop, assess, and make recommendations to improve programs for the exceptional child and to develop recommended certification guidelines for special education teachers to be reported to the 1976 Representative Assembly.

. . . *Motion* was seconded by *Mary Perkins* of Washington.

President Harris: Do you wish to speak to your motion?

Ms. Kovalcik: I will yield to *Robert Lipscomb*, Alabama, at Mike 18.

President Harris: Microphone 18.

Robert Lipscomb: Mr. President, *Bob Lipscomb*, Alabama, speaking as an individual, co-chairperson of the IPD Council. I speak in support of the substitute New Business Item Number 4. I think this is a concern of all classroom teachers.

Here at this Representative Assembly, one of our most actively critical issues dealt with placing children with handicapping conditions in the regular classrooms. I urge you to support this New Business Item as evidence that the National Education Association can and does work with all groups who share the responsibility for the best learning environment for children.

I urge the adoption of this New Business Item to continue the work of investigating and eliminating educational neglect wherever it exists. Thank you.

President Harris: This is a substitute motion for New Business Item Number 4. You have heard the reading of it. Microphone 9, *Don Raffetto* of Illinois, speaking as an individual, a point of information.

Don Raffetto: President Harris, I was concerned before the motion was reworded as to what the Committee was going to do once it was put into progress. Now my question merely is, What is the financial aspect of this? Is this a costly item or a relatively inexpensive item?

President Harris: Mr. Treasurer, can you respond to that? Since you don't have a copy, I am going to reread this while the heads are together.

> That the NEA Committee on Instruction and Professional Development coordinate and cooperate with the National Council for Exceptional Children to develop, assess, and make recommendations to improve programs for the exceptional child and to develop recommended certification guidelines for special education teachers to be reported to the 1976 Representative Assembly.

Treasurer McGarigal: President Harris, this particular committee is already funded and, as stated here, this would not necessitate any additional funds or any changes to the budget.

President Harris: Okay. The question is, Do we have money to do this? I think that was just answered. Seeing no one else at the microphone, I am going to put the question. I am sorry—at Microphone 6, *Larry Yawn* of Texas.

Larry Yawn: Larry Yawn, Texas. I yield to *Harriet Mauzy* to speak to this motion.

Harriet Mauzy: Harriet Mauzy, Houston Teachers Association, speaking as an individual. As the original maker of the motion, we would support the substitute and urge you to vote for it as it delineates the specific guidelines that the president said we need.

President Harris: Microphone 17, *Tony Lotta* of Ohio as an individual, point of order.

Tony Lotta: Speaking as an individual, I wish to make a motion to refer this to the Board of Directors for action. I have a second.

President Harris: Not on a point of order, sir. Microphone 10, *Martha Wood* of Virginia as an individual, question of privilege.

Martha Wood: Martha Wood of Virginia, speaking as an individual. I would like to ask if you would be able to give us information consistently throughout this consideration of those items that call for the establishment of committees and other kinds of investigatory groups, to tell us whether the money is available and if not, how much they would cost, approximately?

President Harris: This particular item asks an already established committee to do an assignment, and it would take no additional funding. We will follow your concern as we get to other items.

Ms. Wood: Thank you.

President Harris: Microphone 9, *Earl Murphy* of New Jersey, speaking as an individual, against New Business Item Number 4.

Earl Murphy: I would like to amend it and place in there, "and other associations such as the American Vocational Association, whose members are involved in teaching the handicapped and special needs children." I would like to speak to it.

President Harris: I am going to have to ask you to state your amendment again; please state it slowly so we can get it up here.

Mr. Murphy: I don't recall exactly the association stated in the amendment, but I would like to add as follows: "and other associations such as the American Vocational Association, whose members are involved in teaching the handicapped and special needs" et cetera.

President Harris: I don't have a copy, and I am going to have problems restating it if that is asked. You stay near the microphone. But what it simply does is ask the IPD unit, in addition to studying these things that are here, to have a certain kind of requested relationship with some other groups. Do you wish to speak to it?

Mr. Murphy: Yes, I do. My intent is to broaden the scope of the individuals involved in planning the programs. In New Jersey, we have vocational schools especially programmed and especially built for handicapped people. Our people, vocational educators, have some input in this particular field, and also industrial arts people who are dealing with this problem. To limit it to one particular group is making it a little bit narrow in some respects.

President Harris: Then you would want that up in the body of the motion that "the NEA Committee on Instruction and Professional Development coordinate and cooperate with the National Council for Exceptional Children," then you would add these other organizations up in that part of the motion?

Mr. Murphy: Yes, sir.

President Harris: Okay. Is there discussion on *Mr. Murphy's* amendment to the substitute motion? Seeing no one wishing to speak, I am going to put the question. All in favor . . . opposed . . . *amendment is defeated.*

We have before us the substitute amended as presented by *Judy Kovalcik.* Microphone 2, *Leon Wafer* of California, speaking as an individual, point of information.

Leon Wafer: Yes, *Leon Wafer* from California. I know in California there are a number of projects at state level which are investigating this question.

President Harris: I am going to have to request that the noise come down again, please, so that we can hear.

Mr. Wafer: Okay. In California there is activity at state level investigating this area. My question is, Is this happening in other states and in how many? To me it would be very important to know what is happening in other states because it will affect my position on it.

I am not opposed to it provided activities are going on in other states that might replace the effect in regards to this. In other words, I am saying NEA could probably use the money in some other areas if a number of states already have activity in this area.

President Harris: All right. I might say this. As you recall, we have addressed ourselves to the matter of cost a couple of times. We are talking about the IPD Committee, and that has an ongoing program. We wouldn't be talking about establishing a new committee, and we gave the cost item as zero. It is simply encouraging them to do some additional work for the handicapped children along with their considerations that they make for other children without handicaps.

As far as our being able to tell you at this point what is going on in other states, I certainly would not have that information. I don't know if the maker of the motion could respond to that or not.

Mr. Wafer: Mr. President, my main concern was dealing primarily with cost. If it is a matter of encouragement, I certainly am not opposed to that by any means.

President Harris: Okay. We have had two for and one against, and we have a long list of points of information. Microphone 15, *Dan Yelton* of Kentucky as an individual, a point of information.

Dan Yelton: I would like to ask the maker of the motion what the intent of the sentence or clause dealing with the recommendations for certification requirements is. Would these be recommendations to state certification committees?

President Harris: If we could get the maker of the motion, *Judy Kovalcik,* to return to the microphone and respond to that question, I would appreciate it.

Judy Kovalcik: The intent is that several states do not have this type of certification for special education teachers. This would be set up to guarantee this type of certification guidelines.

President Harris: Microphone 6, *John Vasquez* of California, point of information.

John Vasquez: President Harris, I simply wanted to find out if the maker of the amendment meant by "exceptional children" to include gifted as well as handicapped, because I felt that the original motion dealt only with the handicapped, and the term "exceptional" also includes gifted.

That question has been answered by the Texas person over here who seconded it, and the answer was yes, it included the gifted. Thank you.

President Harris: All right. Microphone 16, *Bill Holbrook* of Kentucky, speaking as an individual.

Bill Holbrook: I move the previous question. (Applause)

. . . *Motion* was seconded by *Arthur Fox* of Kentucky.

President Harris: Shall we close debate? It requires a two-thirds vote. All in favor . . . opposed . . . *debate is closed.* The question is, Shall we substitute the item that has been under consideration for the item that we have presented to us, New Business Item Number 4? All in favor . . . opposed . . . *we have adopted the substitute motion.*

I need your attention, please. In order to plan for our convention and the logistics around it, we need to be able to tell to management the time that we plan to adjourn. Now, my plan at this point, based on the items that we have left, would be to adjourn in approximately 30 minutes at 9:00 P.M. and to reconvene in the morning at 9:00.

Now, if there are any objections (applause) to this from the body, I need to know it now. Otherwise, that would be our plan. Okay. I am going to assume there are none, and we will work toward that.

Microphone 15, *Tom Pisa* of New York, speaking on New Business Item Number 9. I guess we had better get it on the floor first.

Thomas J. Pisa: Tom Pisa, delegate at large, speaking for the delegation. Did you want a motion to put this on the floor first?

President Harris: Yes, we would like to get it on the floor, please.

Mr. Pisa: I would move New Business Item Number 9. I have a second here at Microphone 12.

. . . *Motion* was seconded by *Tom Hobart* of New York.

President Harris: All right. Do you wish to speak?

Mr. Pisa: Yes, I do. I don't think much needs to be said about this motion. I think it is fairly evident to every member of the NEA, especially every member of this delegation, that the UniServ program funded by the NEA is probably the most visible vehicle the NEA has in reaching members.

It is the one way in which all members of the NEA see the NEA working for them at the local level, as well as the state level, helping them with those kinds of things that they need to succeed in negotiations and grievances and any kinds of professional advancement.

It would be very serious and looked upon very seriously in a negative way should there be any consideration through budgetary cuts to in any way reduce the amount of money allocated to the UniServ program, either in the total allocation or in the number of UniServ units throughout the country.

I believe, because of the period of inflation and because of the financial problems, that should NEA find itself in such a position as having to make cuts in the future, that the UniServ program should not be considered as one of those places where cuts should be made.

Therefore, I urge this Assembly to support New Business Item Number 9.

President Harris: Microphone 12, *Lou Armbrust* of Washington, speaking as an individual on a point of order.

Lou Armbrust: Lou Armbrust of Washington, NEA director. I would like either the president or general counsel to address himself to the idea of the contractual obligations and the possibility of making cuts under a contractual obligation.

If such is not the case, I would request this motion be ruled not in order.

President Harris: We are having problems hearing up here, just as some of you are having problems hearing, and I am going to ask you to get a little bit closer to the mike. Run your request by us again, please.

Mr. Armbrust: Well, perhaps it is a question for the maker of the motion, and not necessarily a point of order. What I am saying is that after the contracts have been drawn, it seems to me that no cuts could be made because contractual obligations must be honored.

Is the maker of the motion speaking to the time prior to the drawing of the contracts?

President Harris: I am going to ask the maker of the motion to address himself to that, please. Microphone 15, *Tom Pisa.*

Mr. Pisa: I would, if I understand the question correctly, have to answer by saying that as a negotiator, we have never taken the position that any kinds of negotiation should be funded through cuts of teaching staff. I would suggest that the very same thing be true with any kinds of negotiation with the administration of this organization and the UniServ staff association. Therefore, whatever negotiations they make would not be financed through any cuts of any individual personnel.

President Harris: Does that answer your question, *Mr. Armbrust?* I assume it does. All right. Microphone 8, *Woody Lee* of Illinois as an individual, point of information.

Woody Lee: Thank you, *Mr. President Harris. Woody Lee,* Illinois. If this motion were to pass and let's assume that membership were to drop in a region or in a district, would this motion prevent the reduction of staff, let's say, if membership dropped from 1,500 to 500 in a district?

Executive Secretary Herndon: In the hypothetical situation you construct, *Mr. Lee,* it would not prevent a cut in staff. It would likely cause a cut in staff. If you don't cut UniServ staff, you cut other staff. If this part of the program which represents $9 million, which is about 25 percent of the whole, cannot even be looked at for economies, then the cuts would be deeper elsewhere and there would be staff cuts.

Mr. Lee: Thank you.

Executive Secretary Herndon: You are asking if this item would prevent a staff cut.

Mr. Lee: This says that we could not reduce the UniServ formula, and we could not reduce the total amount of money allocated to UniServ. If we cannot reduce the total amount of money allocated to UniServ, we would have to make cuts elsewhere, if we had to make a cut.

Executive Secretary Herndon: I am sorry. I misunderstood the question. This says we could not reduce the amount allocated under the guidelines. The guidelines provide for the situation you describe, so if there were a drop in membership, there could be a loss in a UniServ unit.

The guidelines currently provide that so that change could occur without reducing the amount available under the guidelines.

President Harris: Microphone 15, the maker of the motion wishes to respond.

Mr. Pisa: I was just going to say something very similar to what *Mr. Herndon* just said in his last interpretation of the question. This motion does provide for that within the guidelines that NEA presently has.

President Harris: Microphone 5, *Chris Doolin* of Florida, speaking for the delegation, wishes to amend. Okay, Microphone 3, *Ray Safronoff* of Michigan as an individual, speaking against New Business Item Number 9.

Raymond Safronoff: I urge defeat of this New Business Item. I do not think this is the way we create the budget of the National Education Association. We have a method, and our budget is based on need. The UniServ budget is based on the number of units that we have.

I think we ought to go through the budget process. Now, I was on the Board of Directors when UniServ was started. This is dear to my heart. I am sure that this is one of the programs that would never get cut, but if a cut was necessary, this isn't the only program of the NEA. There are some legislative programs that are just as important for teachers in our state associations, so I urge defeat of this method.

President Harris: Microphone 10, *Joseph Jefferson* of Louisiana, wishes to amend.

Joseph Jefferson: Mr. President, *Joseph Jefferson,* Louisiana delegation, speaking on behalf of the delegation. I wish to waive that request. Thank you.

President Harris: Paul Gayolski of New Jersey, Microphone 4, wishes to speak against, speaking as an individual.

Paul Gayolski: I would urge the delegates to vote against this New Business Item. In the unlikely event that a large state would be dropped from the NEA, would we be required to give funds for the UniServ although they would not be eligible for UniServ funding? We would surely not send any monies to them. The difficulty with this New Business Item arises from the fact that it would prohibit the Board of Directors from transferring those surplus funds from the UniServ account to other accounts in order to make appropriate adjustments caused by the reduction in dues income.

President Harris: Microphone 3, *Albert Sing* of Michigan, speaking as an individual.

Albert Sing: I wish to move to close debate.

. . . *Motion* was seconded by *Shawn Duress* of Michigan.

President Harris: Shall we close debate? All in favor . . . opposed . . . *debate is closed.* We have before us New Business Item Number 9. All in favor . . . opposed . . . *motion is defeated.*

Microphone 18, *James Prentiss* of Maryland as an individual, a question of privilege.

James Prentiss: Mr. Chairman, I have a procedural motion to try to speed up things. I move to suspend the rules for presenting New Business Items, and take a vote to consider or not to consider as each item is introduced.

. . . *Motion* was seconded by *Bob Hein* of Maryland.

President Harris: All right, the motion on the floor will take a two-thirds. It would be to suspend the rules and would require that we vote on each one before considering it. It would, I assume, call for a simple majority before we actually took the vote.

The question would be whether or not to consider the item at all, not whether or not to pass the item. It is not debatable. I see some cards waving, but it is not debatable. I am going to—state your point. Let's try Microphone 6.

Baruch Kaelter: Baruch Kaelter from California. This item is out of order on two bases. First of all, the gentleman received the microphone on a privilege motion, on a point of personal privilege, and therefore cannot make a motion such as this.

Secondly, we have already considered this item earlier in the session today, and therefore it is out of order.

President Harris: A procedural motion takes precedence and you can reconsider a procedural motion. So it would not be out of order, and it takes precedence over the matter that is on the floor. Microphone 11.

Dick Porter: Dick Porter, California, an individual. My point is that this is a motion which is taken care of in another way in *Robert's Rules of Order* under the title, "Objection to Consideration." This tends to subvert the normal process of *Robert's Rules.*

If someone does not want to consider an item, it is perfectly proper to raise an objection to consideration, and under that process the body could decide not to consider it. Thank you.

President Harris: \n objection to consideration takes a two-thirds vote. This requires a simple majority and can be decided upon on an individual basis. The question is whether or not to consider the procedure that was suggested whereby—Microphone 7.

Ellen Wisser: Ellen Wisser, speaking as an individual. Am I in error when I consider that this move would in truth still the voice of the minority in a delegation that has so strongly taken a position—

President Harris: This motion is not debatable. You are debating the motion.

Ms. Wisser: No, sir. It is a point of information, sir.

President Harris: I will give it to you after the vote.

Ms. Wisser: Okay.

President Harris: The vote is whether or not we are going to suspend the rules and use the procedure that was described. All in favor . . . opposed . . . *the motion is defeated.*

Microphone 12.

John Heiser: I put in several of these so I don't know which one I am on now.

President Harris: Take your choice.

Mr. Heiser: Okay. Around 3:00 o'clock this afternoon, I put one in to suspend the rules and move the order of business to New Business Item 76 for a pretty good reason. The fact of the matter is that this morning the delegates in this Assembly were asked to vote on a dues increase which affects the rank and file of every member of this organization without one second of debate.

I don't feel this is right. I feel this is too important an item for this. Therefore, I move to suspend the rules and move directly to New Business Item Number 76.

Theodore Geider: Geider of Pennsylvania seconds.

President Harris: The motion is to suspend the rules and move to New Business Item 76. It takes a two-thirds vote, and it is not debatable. All in favor . . . opposed . . . *motion is defeated.*

Microphone 15, *Wally Orr* of Florida, speaking as an individual.

Wallace Orr: Thank you, Mr. Chairman. I would like to make a motion. Before I do, I would like a point of information. Am I correct in assuming that we are operating under procedure whereby we are allowing two speakers for and two against, limiting those speakers to one minute each?

President Harris: We have two speakers for and two speakers against, but they are entitled to two minutes each.

Mr. Orr: Two minutes each?

President Harris: Better speak fast or your two minutes will be up.

Mr. Orr: Then I would like to move if I can get a second, please, that we reconsider the motion to limit debate to two minutes each.

. . . *Motion* was seconded by *unidentified* delegate.

President Harris: All right, it is not debatable. It is not necessary to reconsider it. You can just move to limit debate to one minute. All in favor . . . opposed . . . *it did not pass.*

Dale Bulla of Texas at Microphone 14 speaking as an individual, wishes to suspend the rules.

Dale Bulla: Thank you, *President Harris*. I would like to move to suspend the rules so that we may limit the total time considering each New Business Item to 10 minutes. That way we will only have 12 hours of deliberations ahead of us. (Applause)

President Harris: All right. That is a very timely consideration. This would include the main motion, any amendments, points of information, et cetera, to 10 minutes total. All in favor . . . opposed . . . the Chair is in doubt.

All in favor please stand . . . opposed . . . *the motion was defeated.* (Applause)

Microphone 5, *Gunnar Brown* of Missouri, speaking for the delegation, a point of information. I notice it has to do with the minority report of the Resolutions Committee. You may recall the Resolutions Committee accepted it as a part of their report, and so it has been passed upon.

Gunnar Brown: *Gunnar Brown*, Missouri. Mr. Chairman, the problem has come up that many of us understood that the minority report was passed, becoming a resolution. Everyone I have talked to has said no. Now, I want to know if it is going to be printed with the regular resolutions. Is it going to be printed with the regular resolutions as a minority report, or is it not going to be printed at all?

President Harris: I am going to put the question, Does the Assembly wish to have the minority report printed as a part of the report? I will read it so that those of you that don't have it in front of you will be familiar with it.

> The National Education Association condemns the underutilization of teachers in the nation's schools which has resulted in unemployment among professional educators at a time when the need for intensifying public education and reeducation has reached crisis proportions.

All in favor . . . opposed . . . *it will be printed.*

The officers of the official NEA Chicano Caucus for 1975-76 are Chairperson, *Jim Esquibel* of Colorado; chairperson-elect, *Consuelo Nieto* of California.

Tonight we are discarding all slips. We start with a clean table tomorrow. Please remember to purchase your tickets for the president's ball tomorrow night. We are missing lists of Resolutions Committee members from Idaho, Kentucky, Missouri, Nevada, New York, Ohio, and Wisconsin.

We are recessed until 9 o'clock in the morning.

The Fifth Business Meeting recessed at 9:00 P.M.

SIXTH BUSINESS MEETING

Tuesday Morning, July 8, 1975

THE SIXTH BUSINESS MEETING convened at 9:13 A.M., *President James A. Harris* presiding.

President James A. Harris: We will start as soon as the delegates in the House are seated. The sixth business meeting is now in session. Yesterday we acted upon New Business Items 1 through 9, by action of the Board, Items 13 through 17, and we also took care of Items 10 and 11.

So this morning the first thing will be New Business Item 12, and then we will go to Item 18 and continue through Item 80. We now continue debate on New Business Item 12. Microphone 15.

Paul F. Cole: Paul Cole, New York. We think that it is time that we move into this area.

President Harris: Put the motion.

Mr. Cole: All right. The motion is to adopt Item Number 12. I have a second.

William Sweet: Bill Sweet, New York.

President Harris: Are you seconding the motion?

Mr. Sweet: I am speaking to the motion. I will second it.

President Harris: All right.

Mr. Sweet: I would like to speak to you this morning about two items. The first is sort of a point of personal privilege. Years ago, as I lay in the slit trenches by Cassino and Anzio, I shared my rations with a group of young men who were the bravest I have ever met.

They were the Hawaiian Regiment of young soldiers, the most decorated regiment in the United States Army. (Applause) One of those young men told me, "Bill, you must come to Hawaii and meet a wonderful bunch of friendly people." He said, "Hawaii is so friendly, it is the only place in the world that when a volcano erupts, people go to see it." (Applause)

Tomorrow when I step off the plane in Hawaii, that is the kind of person I am going to say "Aloha" to.

The other one is the island we have put ourselves on as teachers. A school district is composed of a heck of a lot more people than just us. When you graduated, you will recall, those few short years ago, your professor probably told you that the first two people you should make friends with in your school are the head custodian and the school secretary if you wanted to survive.

If you have ever been a social person, you know that the custodian's brother is probably sitting on the Board as its president. You probably know that the chief maintenance mechanic probably played football with the athletic director in the local high school. Those people pay their taxes; they belong to our education units; they should be involved with us in our collective bargaining. They should not be sold out to some other union or association. They should be with us, and that is why we have introduced this resolution. Thank you.

President Harris: Microphone 3, *Keith Geiger* of Michigan, speaking against the motion.

Keith Geiger: The representation of many elements within the educational community is a reasonable goal. NEA and its state affiliates have made a commitment to a partnership with other public sector unions to build a strong organization capable of representing the interest of public employees throughout the United States.

The process is just beginning. The alternatives available to the NEA are being explored. New Business Item Number 12 is not only contrary to current policy, but contrary to a rational plan of building a strong organization. I urge the defeat of New Business Item Number 12. Thank you. (Applause)

President Harris: Microphone 15, *Tom Hobart*, speaking for the delegation, against the motion.

Thomas Y. Hobart: I am very concerned about the situation we have within the NEA today. At the NEA Board of Directors meetings, many times we debate on the federalization of the NEA into an international structure, which would take away the control from local and state levels.

Today that debate has not gone far. It keeps being referred to committees, but it does talk about a new structure in the NEA, which has not come before this body for debate.

The second thing that concerns me is the direction we are moving with the school-related personnel. Maybe many of us sitting in this auditorium choose not to associate w th other school-related personnel, such as custodians and clerks and bus drivers, but some of us feel that all those that are within the program feel it is necessary to have good strong contracts.

It appears we are willing, by default, to give the organization of all those people to the American Federation of State, County, and Municipal Employees. The school system should be organized. They want conditions similar to teachers. As your salaries increase, they are going to ask for the same privilege.

Now, if you do not organize them, another organization will. When that occurs, it is going to bring about turmoil with multi-contracts with employers, employers using one group of employees against another. What will that do with your teachers' aides as they start to take over more of the responsibilities in the classrooms, because they negotiate for jobs and not salaries or for salaries and not jobs?

With the passage of this New Business Item, we are saying to the leadership of the NEA, "You cannot unilaterally give away the right to organize school-related personnel without first coming back to this body." I think this is an extremely important right for a local organization to decide who they will organize and not that we are willing to give up something because the NEA is moving toward an international union structure.

I say we must maintain the right of the locals to organize themselves in the manner they feel is proper for the most strength. Should a local not choose these individuals, it is free to deny them membership in their organization, but to go as now where we would enter pacts at the CAPE level that would deny rights to organize—I think that is ludicrous. I think it would add to weakening of the organizational structure.

I would ask you to vote in favor of this New Business Item.

President Harris: *Frank Totten*, Microphone 4, from New Jersey, to speak as an individual. Is Frank here?

Member: He isn't here.

President Harris: Microphone 2, *Mort Mondale* of Minnesota, speaking for the delegation, speaking against Item Number 12.

Mort Mondale: Speaking for the Minnesota delegation, I really have enjoyed all of this debate on merger. I enjoyed the literature as we walked through the door. I have enjoyed the talk about this. I also enjoyed watching the rocker panels on 1952 Fords rust.

I would like to suggest that the addition to the Coalition of American Public Employees adds one facet that is different. If we have the first paragraph in the motion that means we are required to raid the American Federation of State, County, and Municipal Employees. It doesn't make any difference anyway, but if we amend out the first and third paragraphs, we have got the first two and a half lines of the second paragraph, which leaves the policy to be left to the Board of Directors and the Executive Committee.

So I am going to urge defeat of this motion and yield to *Woody Lee* on Microphone 8.

Woody Lee: *Woody Lee*, speaking as an individual. I would urge defeat of this motion for two reasons. First, on Amendment Number 7 this body moved to postpone that to next year for further study.

Second, the recommendation of the task force that deals with supervisory personnel also recommended and this body agreed to postpone this until further study in 1976. Therefore, I urge the defeat of New Business Item 12.

President Harris: Thank you. Microphone 2, *Jean Kaldahl* of California as an individual, a point of information.

Jean Kaldahl: A point of information. Would *Mr. Chanin* please comment on the relationship between this New Business Item and our Constitution and Bylaws on membership?

Legal Counsel Robert H. Chanin: There is not a direct one-to-one relationship between the language of this item and our Bylaws, but there are obviously overlapping implications to the extent that this New Business Item speaks to the question of organizing these categories of people. That must be viewed in the context of what position we offer them within the organization. At the moment, the people referred to in this New Business Item are not eligible for active membership in the organization. They are eligible for subsidiary categories of membership, but the question of organizing conceptually is different from the question of membership, although one does affect the other.

Ms. Kaldahl: Thank you.

President Harris: Okay. We have had two for and two against on Item Number 12. I am going to put the question. All in favor . . . opposed . . . *motion is defeated.* (Applause)

At Microphone 13, I am going to call on *Larry Brown* of Kansas, speaking for the delegation.

Larry Brown: Mr. President, I yield to *Raymond Gran* at Microphone 14.

President Harris: *Ray Gran*, microphone 14, of Indiana, speaking for the delegation.

Raymond Gran: Mr. President, I move to suspend the rules so that points of privilege and points of information will not have precedence over any speaker during the discussion of New Business Items. I have a second. (Applause)

. . . *Motion* was seconded by *Linc Record* of Indiana.

President Harris: Do you wish to speak to it?

Mr. Gran: Yes.

President Harris: You cannot debate it. You can explain it.

Mr. Gran: The purpose of this motion is to get on with the debate, to hear the debate so that we can vote up or down on any motion on a New Business Item and not get bogged down by these many points of information that we have been hearing. (Applause)

President Harris: I am going to put that, but before I do, I am going to request again this morning that we be as considerate as possible of the delegates. I see people standing in aisles, carrying on conversations. It is most distracting. Please move to your seats as quickly as possible and let us continue with the business so that we don't start getting a lot of call-ins about the noise and disturbance. Be especially careful in back where we get many complaints.

The item that we have before us is not debatable. It is a point of procedure. He is requesting that points of information and points of personal privilege not take precedence over the other questions to speak to or for the matter that is on the floor.

It requires a two-thirds vote. All in favor . . . opposed . . . *it did not pass.*

Microphone 9, *George Gittins* of Oregon, speaking as an individual.

George Gittins: Mr. President, I have a similar motion. I move the procedure on all New Business which would allow parliamentary points of information and personal privileges on main motions to be limited to three and those inquiries pertaining to amendments limited to two. I have a second, and would like to speak to this motion.

President Harris: I am going to ask you to read it one more time following your seconder.

. . . *Motion* was seconded by *Tom Weigert* of Oregon.

President Harris: You may offer an explanation.

Mr. Gittins: Okay. The motion reads: "I move the procedure on all New Business which would allow parliamentary points of information and personal privileges on main motions be limited to three and those inquiries pertaining to amendments limited to two."

The idea behind this motion again is to limit those points that cause the delay in the procedure here. People have been abusing it. It allows those people who still have points to clarify an opportunity to do that.

President Harris: All right. Now, before I put your amendment, I am going to make a comment on a slip that has come in. It is asking for a division on the last vote, and I recognize the fact that it was close. In fact, there were probably more for it than against it. However, it required a two-thirds vote, and I don't think we can suggest that there was a clear two-thirds vote for it.

This was at Microphone 14. If you are still insistent on a division, we can take time to do it.

Eugene Price: I think when a division is called for, one is proper. I would like to have a division on the last question.

President Harris: All right. I will put the question. It was as follows: To limit debate, that points of information and privilege do not take precedence over other requests to speak. All in favor please stand . . . opposed . . . *it did not have two-thirds.*

Now, the matter that is before us, if I might have your attention, has to do with the same matter, only it would limit points of information and points of personal privilege to three on any main motion and to two on any amendment. All in favor . . . opposed . . . *that one passed.*

We are now ready for New Business Item 18. And if you wish, if you were one of the 50 delegates that submitted it, and you wish to speak to it, would you please get your name in. At Microphone 15, *Mary Jane Cheatham* from Arkansas, speaking as an individual, point of information.

Mary Jane Cheatham: *Mary Jane Cheatham*, Arkansas, speaking as an individual. The question is, What is the Political Rights Defense Fund and who is the group that has it?

Legal Counsel Chanin: The Political Rights Defense Fund is an organization that was put together to engage in certain litigation in support of academic freedom and civil liberties. It is presently engaged in certain litigation that is consistent with the policies and direction of NEA. We would have no difficulty supporting it.

The problem with the New Business Item is that it calls for a blanket endorsement. The New

Business Item commits us to support the organization's effort in the future, and the NEA has no control whatsoever over the direction that the organization will take in litigation from this point on.

We have and will continue to work with this and other organizations when the position they take is consistent with ours, but we have, in the past, retained the flexibility to screen the particular litigation effort and determine if it was consistent with our policies.

President Harris: Microphone 13, *Joyce Newell* of Colorado, speaking as an individual.

Joyce Newell: Joyce Newell from Colorado, speaking as an individual. I move that we support Item 18. I have a second at this mike, and I would like to speak for it.

. . . *Motion* was seconded by *Bernard Jacques* of Colorado.

Ms. Newell: In the June 26 statement to the media, *Executive Secretary Terry Herndon* addressed himself to the revelation that the FBI secretly channeled information to school authorities in Austin and Washington, D.C., regarding the Socialist Workers Party's membership of two teachers in an effort to get those teachers fired.

Terry Herndon said what the FBI did is reminiscent of the witch hunts during the McCarthy era. Although only a few such cases have surfaced, we cannot help wondering how many teachers were fired. Constitutional lawyer *Leonard Budayne* has filed a landmark civil liberties suit against the FBI and other government agencies in which one of the above-mentioned teachers is a plaintiff.

The Political Rights Defense Fund is a nonpartisan civil liberties organization endorsed by such public figures as *Ralph Abernathy, Ramsay Clark, Congressman John Conyers, Congressman Ron Dellums, Congressman Andrew Young, Gloria* and others.

The AAUP in their convention this year called for support to efforts of this type of legislation. The purpose of the legislation that the Political Rights Defense Fund is working to build is support for this historic lawsuit. The Bill of Rights guarantees that everybody, including teachers, has a right to hold and to express ideas and be involved in movements for change.

The attack on civil liberties of even one person is a threat to everyone's democratic rights. The way to defend our rights is to make it clear to those who infringe upon them that we as teachers, along with the great majority of the American people, stand firmly committed to the First Amendment — rights for all.

Our endorsement of the efforts of the Political Rights Defense Fund on behalf of democratic rights will help to create this climate of opinion.

President Harris: I will have to call time. I am sorry.

Ms. Newell: Thank you.

President Harris: Microphone 15, *Mike Mason* of Kansas, speaking against.

Mike Mason: Mr. Chanin, I believe, said a great deal of what I wanted to say. I don't think it behooves us to lend the prestige of the National Education Association in a blanket endorsement to an outfit that we can't control. Thank you. (Applause)

President Harris: Microphone 13, *Dorothy Steele* of Kansas, parliamentary inquiry.

Dorothy Steele: Mr. President, my question was answered in *Mr. Chanin's* opening remarks. Thank you.

President Harris: Microphone 6, *Becky Ellis* of Texas, speaking as an individual and speaking for the motion.

Becky Ellis: Thank you. I have three examples of things that have been discovered through the release of FBI files. Number 1, the FBI collusion with the Austin, Texas, Police Department brought about the dismissal of *Evelyn Self* in her position as a school teacher, because she had run as a socialist for the Michigan Board of Education.

Number 2, the FBI sent an anonymous letter to the Washington, D.C., School Board, demanding the dismissal of *Marge Wilkinson*, a member of NEA, solely because of her affiliation with the Socialist Workers Party.

Number 3, the FBI sent an anonymous poison pen letter to members of the Academic Freedom and Tenure Committee of Arizona State University in an attempt to discredit *Professor Morris Starsky* and have him fired from his position because of his anti-war positions and his socialist ideas.

I strongly urge support of this New Business Item so that rights of every teacher can be protected.

President Harris: Don Mack of Wyoming, point of information, Microphone 12.

Don Mack: Mr. President, *Don Mack*, Student NEA, Wyoming. My point of information has been cleared up by previous comments. Thank you.

President Harris: Microphone 15, *Mary Jane Cheatham* of Arkansas as an individual, speaking against Item 18.

Mary Jane Cheatham: Mary Jane Cheatham, Arkansas, speaking as an individual. I am quite concerned that the National Education Association would be the only organization of national stature that would be supporting this, not only that the blanket endorsement would mean money at any time to any cause. We need to be selective in the causes that we champion outside of the field of education. (Applause)

I believe that this country has gone through a great deal of change and that many of our law enforcement agencies have caused concern in their practices. These are in change, and I believe that we need to give these people the right to know that the National Education Association expects the efforts of the government to protect us as well as to protect the nation. Thank you. (Applause)

President Harris: We have had two for, two against, and there are no more requests for points of information. I am going to put the question. We are on Item Number 18. The question is, Shall it be adopted? All in favor . . . opposed . . . *New Business Item 18 is defeated.*

Item Number 19, Microphone 7, *Maurice Donovan* of Massachusetts to move the motion.

Maurice Donovan: I move the motion. I have a second at Microphone 2, who will speak for the delegation. First I want to introduce two editorial changes, which you have a copy of. On the third line, delete the word "endorses." Add the phrase, after "NEA," "urges teacher involvement in." And in the last line, delete the word "Black," and substitute the word "minority."

President Harris: All right. Do you wish to move your motion?

Mr. Donovan: I so move.

. . . *Motion* was seconded by *Mary Gilmore* of Massachusetts.

President Harris: Do you wish to speak to your motion?

Mary Gilmore: Mary Gilmore, chairman of Massachusetts delegation, speaking for the delegation. We voted in caucus this morning to unanimously support New Business Item Number 19. Our support is not given without sympathy for the feelings of those in the other camp, nor are we unaware of the social tensions that exist as a result of *Judge Garrity's* decision.

We are also aware that *Judge Garrity's* decision to require forced busing to desegregate the Boston schools was not the decision he would have preferred if there had been another alternative. The fact is, however, that the Boston neighborhoods are segregated and because of this, the Boston neighborhood schools are segregated.

The fact is that segregation is socially destructive, educationally unsound, contrary to NEA principles, and if this is not enough, against the law. (Applause) *Judge Garrity* had no alternative. Until now, segregated children have had no alternative, and my fellow delegates, we have no alternative.

We must support New Business Item 19 and call for compliance to *Judge Garrity's* decision to begin the long overdue desegregation of the Boston schools. Thank you. (Applause)

President Harris: Microphone 15, *Ruby Gainer* of Florida, speaking as an individual on point of information.

Ruby Gainer: Ruby Gainer, Florida. I would like to ask the rationale for changing the word "Black" to "minority."

President Harris: We will ask the maker of the motion to respond to that. *Mr. Donovan* at Microphone 7.

Mr. Donovan: Mr. Chairman, the amendment speaks to equal education for the minority students in the Boston schools. In the Boston schools the minority population is Black, Asian, and Hispanic primarily. That is why the change has been submitted. We give equal education to those that are in the minority in the Boston schools.

President Harris: Microphone 14, *Diana Glaze* of Arkansas as an individual, a point of information.

Diana Glaze: Diana Glaze of Arkansas, a point of information, Mr. President. I would like to know more about the Student Coalition Against Racism, please.

President Harris: Again, the maker of the motion.

Mr. Donovan: The Student Coalition Against Racism was founded last February. *Wade Wilson* of Pennsylvania, through the Division of Teacher Rights of NEA, was sent as *President Harris'* personal representative. He submitted a motion favorable to the NEA Executive Committee.

The Coalition had one major project, a massive peaceful demonstration in May with some 10,000 people from all over the country. They urged the peaceful desegregation of the Boston schools. The convention in October is simply a planning convention. It will give teachers the chance to involve themselves in planning the further desegregation moves.

President Harris: Microphone 8, *Leather Thompson* of Illinois, speaking as an individual, speaking for the motion.

Leather Thompson, Jr.: I feel this delegation should go on record in support of the desegregation of the schools in Boston. I feel that all youngsters should have a chance to go to school, and I urge this delegation to pass this motion. Thank you.

President Harris: Microphone 9, *Terry Stimson* of Alaska as an individual.

Terry Stimson: Terry Stimson from Alaska, speaking as an individual. I would like to move to divide the question, Mr. Chairman, into two parts, the first part being down to the semicolon, and the second part being the rest of the New Business Item. I have a second.

President Harris: The second is not necessary and one request is all that is required. It will be divided.

Mary O'Connor of New Jersey, as an individual, Microphone 4.

Mary Elizabeth O'Connor: Speaking as an individual. Mr. President, I wish to move to amend New Business Item Number 19 by addition. I would like to add the word "legal" in line 2, so that the motion would then read: "The NEA supports the desegregation of the Boston schools and favors whatever legal steps are necessary to enforce *Judge Garrity's* order," et cetera. I have a second, and I would like to speak to the motion.

Mike Shebinoff: Mike Shebinoff, New Jersey, seconds.

President Harris: All right. It has been moved and seconded that we substitute the word "legal" following the word "whatever" in line 2.

Ms. O'Connor: My interest fundamentally in proposing this addition of the word "legal" is very simply that terminology "favors whatever steps are necessary" as it now reads without the amendment is just a little bit too broad for my blood.

I very strongly support desegregation. I put a lot of my own professional life on the line to support desegregation, to support quotas, to support equal education, but I am unable philosophically to accept the terminology that says "favors whatever steps are necessary," whatever they may be.

I would regret to find the NEA taking such an amorphous, undefined position before such an important national issue. Thus I suggest the addition of the word "legal" and urge you to support it. (Applause)

President Harris: There are no further requests for the microphone on the amendment which would substitute the word "legal." I am going to put the question. All in favor . . . opposed . . . *the amendment has passed.*

Microphone 5, *Dan Kuehn* of Texas, speaking as an individual.

Dan Kuehn: I have a question now about when you decided to divide the question; I had wanted to move to delete the second part. I don't know if that is in order now or not. If it is, I would like to move to delete everything after the word "order," so that the New Business Item would read: "The NEA supports the desegregation of the Boston schools and favors whatever legal steps are necessary to enforce *Judge Garrity's* order."

President Harris: We have actually divided this into two separate items, and so therefore you would be deleting one of the two items. Your recourse at this point is to work against it or to vote against it when that part is under consideration.

Mr. Kuehn: Thank you.

President Harris: All right. We have completed our speakers. I am going to divide the question. I am going to put the first part first. "The NEA supports the desegregation of the Boston schools and favors whatever legal steps are necessary to enforce *Judge Garrity's* order." All in favor . . . opposed . . . *the Ayes have it.*

The second part reads as follows: "And, further, NEA urges teacher involvement in the National Student Coalition Against Racism convention to be held at Northeastern University in Boston, October 10 through 12, 1975, which will plan further activity in defense of desegregation and equal education for minority students in Boston."

All in favor . . . opposed . . . the Chair is in doubt. I am going to have you to stand. All in favor . . . opposed . . . *it has passed.* (Applause)

I have a point of personal privilege, the Third World Caucus of the Indiana State Teachers Association, and I recognize *Ray Gran.*

Mr. Gran: Thank you, Mr. President. On behalf of the teachers of the Indiana State Teachers Association, I bring you greetings and would like to present to the delegation here seated the chairperson of Indiana's Third World Caucus, *Pat Brown*.

Pat Brown: Good morning, Mr. President and delegates. I am *Pat Brown*, chairperson of the Indiana State Teachers Third World Caucus. On behalf of the Association, it gives me great pleasure to present to *Jim Harris*, president; *John Ryor*, president-elect; and *Terry Herndon*, executive secretary, a Third World Caucus medallion inscribed, "Let's save the children."

The Third World Caucus uses this as our motto because we strongly believe that the only hope we as a nation have lies within the resources of our children. *Mr. Harris, Mr. Ryor* and *Mr. Herndon*, let us strive always to save all the children. Thank you.

(Whereupon the presentation of medallions was made.)

President Harris: Microphone 8, *Leather Thompson* of Illionois as an individual, a motion about speakers' time. Microphone 8.

Leather Thompson, Jr.: Leather Thompson from Illinois, speaking as an individual. I have been trying to get in to speak on this all morning. What I would like to speak on is this: We know that there are lots of people who would like to speak on New Business Items. We have lots of business that needs to be taken care of. If it is proper at this time, I would like to make a motion about speaking time.

President Harris: Yes.

Mr. Thompson: I would like to move that we have one person speaking for the motion and one person speaking against, and each person speaking for one minute only. I have a second.

. . . *Motion* was seconded by *John Ewell* of Illinois.

President Harris: Do you wish to explain your motion? You cannot debate it.

Mr. Thompson: No.

President Harris: It is not debatable. It requires a two-thirds vote. All in favor . . . opposed . . . *it lost.*

Microphone 6, *Jill Fein* of Texas.

Jill Fein. Jill Fein from Texas, speaking as an individual. Mr. President, I would like to move New Business Item 20 and speak for it, but first I would like to make some editorial changes. I have a second at Microphone 3.

It should read in line 1, "The NEA supports" in place of "endorses"—"the Coalition of Labor Union Women and encourages its members to participate in the activities of CLUW." Cross out "join and."

President Harris: Would you read it one more time, please.

Ms. Fein: Yes. "The NEA supports the Coalition of Labor Union Women and encourages its members to participate in the activities of CLUW."

President Harris: Okay, now your second. I am going to ask that we bring our noise down again.

Ms. Fein: I have a second at Microphone 3.

. . . *Motion* was seconded by *Pat Houseman* of Michigan.

Ms. Fein: May I speak for it?

President Harris: Yes, please.

Ms. Fein: The great majority of teachers are women, and women workers constitute 40 percent of the national labor force but only 12 percent of the organized labor movement. Women workers earn on the average only 59 percent of the wages of male workers. Black, Chicano, Asian, and other minority women earn even less.

The Coalition of Labor Union Women is a national organization composed of women in unions and employee associations actively involved for the passage of the Equal Rights Amendment, expansion of child care facilities, maternity benefits, full employment, organizing of unorganized women workers, and democracy in the labor movement.

Lauri Wynn, who has just been elected to a two-year term on the Executive Committee of NEA, is a member of the National Coordinating Committee of the Coalition of Labor Union Women, as are other delegates to this convention.

The NEA Women's Caucus voted unanimously to support this New Business Item, and I urge this Representative Assembly to do the same.

President Harris: Microphone 18. *Marion Heaton* of Alabama as an individual, point of order.

Marion Heaton: Mr. President, I was requesting information on this Coalition. It is not well known in the state of Alabama. I don't believe decisions can be made without full knowledge. I

could not hear all said by the last speaker. I respectfully request that she speak slowly so that we can understand. I would like to know who is in the Coalition and what its objectives are. (Applause)

President Harris: *Jill Fein* at Microphone 6.

Ms. Fein: Did she want me to repeat that again?

President Harris: Yes.

Ms. Fein: The great majority —

President Harris: Let me, before you begin, say this. I think the problem is not really the rate at which speakers are speaking. I think the problem is that we still have people who seem to have other things on their minds than the business of this Assembly. (Applause)

Ms. Fein: The great majority of teachers are women and women constitute 40 percent of the national labor force, but only 12 percent of the organized labor movement. Women workers earn on the average only 59 percent of the wages of male workers. Black, Chicano, Asian and other minority women earn even less.

The Coalition of Labor Union Women is a national organization composed of women in unions and employee associations actively involved for the passage of the Equal Rights Amendment, expansion of child care facilities, maternity benefits, full employment, organizing of unorganized women workers, and democracy in the labor movement.

Lauri Wynn, who has just been elected to a two-year term on the Executive Committee of NEA, is a member of the National Coordinating Committee of the Coalition of Labor Union Women, as are other delegates to this convention. The NEA Women's Caucus voted unanimously to support this New Business Item, and I urge this Representative Assembly to do the same. Thank you.

President Harris: Microphone 11, *Horace Tate* of Georgia. *Senator Tate.*

Horace E. Tate: Mr. President, I really don't have any speech to make against this. However, I am rising to ask people to vote against it. I think NEA has enough problems of its own, encouraging its own members to join its own state affiliates and local affiliates. I think it has enough business to attend to without going around trying to encourage members to join organizations that are not affiliated with it. (Applause) I have nothing whatsoever against the Coalition of Labor Union Women and its activities. However, it is obvious, I think, that we ought to just spend our time on trying to get our membership maybe up to 2 million next year rather than trying to get somebody else's membership up to whatever it is they would like it to be.

I urge people to vote against this. (Applause)

President Harris: Microphone 8, *Ella Pappademos* of Illinois, NEA Women's Caucus, speaking for the motion.

Ella Pappademos: *Ella Pappademos* speaking for the NEA Women's Caucus, Illinois. I urge the National Education Association to endorse New Business Item 20. We are not asking that the NEA women become members. I think this will be left up to them, but we are asking the NEA to go on record as a fraternal organization in support of the Coalition of Labor Union Women. The NEA was involved in the founding of this organization.

It fought for the right to participate in a 1974 conference held in Chicago. With the situation and the struggle for women today we need all of our sisters and our brothers to work for the ultimate goal of equality for women in this country, teachers included.

I urge this body to please support New Business Item 20. (Applause)

President Harris: Microphone 18, *Anthony Butler* of Alabama, speaking as an individual, a point of information.

Anthony S. Butler: Mr. President, I have at least three questions I would like answered. How much in terms of finance would it cost NEA to encourage the right of women to become fully involved in job opportunities? That is Number 1. Second, it does not involve us with being a part of AFL-CIO, does it? Third, how much time would it cost NEA to encourage the labor market to be fair with the employment of women?

President Harris: Mr. Butler, with your being a member of the Board of Directors and being thoroughly acquainted with the activities of this organization and familiar with the kinds of energies that we exert in an effort of this type, I am of the opinion that you are probably in as good a position to answer this question as anyone else.

Mr. Butler: Then, Mr. President, may I have an opportunity to answer?

President Harris: Surely.

Mr. Butler: If I had the opportunity to do it, it would take me less than five seconds. If I had

to pay for it, it would cost less than $5. Then I asked the question about the women's employment. Are women that important? I would say, please, they are.

President Harris: Microphone 6, *Jill Fein* of Texas as an individual, point of information.

Ms. Fein: Yes, I would like to yield to Microphone 13, *Lauri Wynn*, who can answer the point of information that was brought up.

President Harris: Microphone 13, *Lauri Wynn*.

Lauri Wynn: Mr. President, please restate the question that was answered relative to CLUW.

President Harris: His questions were about the amount of money it would cost NEA to carry out the intent of New Business Item 20.

Ms. Wynn: All right, if I could just offer some background. Last year *Margaret Stevenson* asked me to represent NEA at the first founding convention of CLUW to assess and to be involved in the activities that were going on.

I did, and when we got there, we found that NEA people present from locals and affiliates were very small numbers in comparison to the other groups that were available. I come from a state organization that is involved in collective bargaining and would be considered an organization that is involved in labor activities.

It is very important that you understand that the dues for CLUW are only $5. This motion does not ask NEA to give any money whatsoever. It does endorse the concept that women who work should have an opportunity to coalesce with one another to assess their concerns and to see what it is that they can agree upon, so that in each of their organizations—whether they are called unions, associations, or groups of workers—they would have that opportunity in a very positive and progressive manner. (Applause)

President Harris: We can recognize no more speakers with our limits, so I shall put the question. All those who wish to adopt Item Number 20 . . . opposed . . . *the motion is defeated.* Division has been called for. All in favor please stand . . . opposed . . . *the item has failed.*

Microphone 6, *Ruth Amend* of Texas as an individual, a question of privilege.

Ruth C. Amend: Mr. President, fellow delegates, a desperately hungry 15-year-old runaway named Lauri stepped into a phone booth in Jacksonville, Florida, and dialed a toll-free number. She had not eaten for three days. She had no place to stay and she was afraid she was pregnant.

Her call was answered 900 miles away in Houston, Texas, by a Peace of Mind volunteer. Within an hour, a cooperative volunteer in Florida made arrangements for food, lodging, and a medical exam. Later they put Lauri in touch with her grandmother in Kentucky, and Lauri's problems were on the way to being solved.

Operation Peace of Mind is a program designed to act as liaison between runaways and their anxious parents. It is being conducted out of our governor's office. Governors of the states are aware of the program. However, our education associations could play an important role in the salvaging of these kids' lives.

This program is being publicized in Texas by the Texas Classroom Teachers Association. I would urge you to get your local and state affiliates involved in the program. In Texas the hot line number is 1-800-392-3352. In the nation it is 1-800-231-6546.

Brochures will be distributed to the chairmen of all the states. We would certainly appreciate your cooperation. Thank you.

President Harris: Highlights of the Critical Issues Conference have just arrived at the materials distribution tables. The booklets are a joint project of NEA Communications and the state editors. I am sure you are going to want a copy. Rather than have a lot of people going after them, why don't we suggest that one person from each delegation go pick up some for the delegation if you are interested.

Microphone 10, *Yvonne Greenfield* of Virginia, Higher Education Caucus, a point of privilege.

Yvonne Greenfield: I would like to announce that at the Higher Education Caucus meeting today $50.87 was collected for the Hortonville teachers on strike and that the Steering Committee proposes to add to this figure. If any members of the RA wish to add to their contributions, I shall be glad to receive them at the Virginia delegation. Thank you, Mr. President.

President Harris: Microphone 3, *Sherman McMahon* of Michigan, speaking for the delegation.

Sherman McMahon: I am speaking on behalf of the delegation. In caucus today, Michigan voted in support of the following position. Yesterday there was some concern expressed by members of the New York delegation as to whether or not they were even welcome at this

convention. Therefore, the Michigan delegation wishes to extend the hand of friendship to our fellow teachers from the state of New York. (Applause)

Although we may disagree about certain organizational concepts, we do believe that our common goal is to do what is best for teachers and education. We shall continue to respect your right to pursue your beliefs through the democratic process within our National Education Association. (Applause)

President Harris: Microphone 2, *Bryan Stevens* of California, a point of privilege.

Bryan Stevens: Thank you, Mr. President. I would like to take this opportunity to congratulate *John Ryor* on his election as the president of this great Association. During the campaign, as many of you know, we kind of had a road show of four candidates addressing the various delegates.

At the same time, it afforded us opportunity many times to sit and discuss the problems of this Association and the kind of election process we have. In fact, I sat with John in Greensboro, North Carolina, until 4:00 o'clock one morning. With all of his busy schedule, John was able to read a biography of *Thomas Jefferson* and other very important books about what is going on in the United States.

This Association, this Assembly, I think, has done a service to the teachers by picking *John Ryor* as its next president. (Applause)

Secondly, I would like to thank *Jim Harris* for his cooperation during the past year. As president for the past two years of the largest independent association in this nation, I have had more cooperation from *Jim Harris* than I could have hoped for in the beginning.

Thirdly, looking over the list of officers that you have elected to the Executive Committee, I want to commend and congratulate this great Assembly for picking such fine leaders. During the coming year, the National Education Association is going to make tremendous progress for teachers and for the children of this nation. Thank you. (Rising applause)

President Harris: Microphone 4, *Roberta Hickman* of Illinois, speaking as an individual, a point of privilege.

Roberta F. Hickman: Thank you, *President Harris*. First of all, I would like to thank this Delegate Assembly and the many of you that worked for my election and who believed in me. I want you to know that you have done a beautiful job to elect a beautiful set of new officers.

Four years ago, you gave me the opportunity to grow and to believe in what we are about, and I thanked that Delegate Assembly for the opportunities. Some people say that we talk a lot of rhetoric and we don't do the things that we are about, but 1.7 million teachers in this country have got to be the spokesperson for public education and we are going to have to speak out about the things that we know are important.

So I say as I said in my speech, and as I said to many of you campaigning, "Let's make education adequate and equal . . . let's make a profession so we are treated and paid like professionals, and let's don't be afraid to stand tall and say I am a teacher." I don't want to ever hear anybody say, "I'm just a teacher." (Applause)

I will go home the 11th, and I have a new house in San Antonio, Texas, that has four bedrooms. If any of you are coming down, if you call I will tell you if the motel is full or not. We don't wait on you, but you are sure welcome.

And I want to say to John — John, I love you very much, and you are going to be a beautiful person and a beautiful president. And Jim, you have too, and it has been a pleasure to work with you, and if I can be of any help to any of you, I certainly will. I love you all very much.

President Harris: Roberta, will you say that one more time? (Rising loud applause)

Microphone 13, *Julia Mason* of Arizona for the delegation, point of personal privilege.

Julia Mason: Thank you, Mr. President and fellow delegates. It was indeed an honor for Arizona to bring a Navajo necklace with them and raffle it to our fellow delegates. *Ellie Jancey*, representing Gadsden State College Association from Alabama, is a winner. Congratulations, Ellie. It is quite beautiful.

(Whereupon the presentation was made.)

President Harris: There has been a question about the result of New Business Item 20. New Business Item 20 failed.

We are ready for New Business Item 21. Microphone 12, *Steve Edwards* of California, speaking for the main motion.

Steve Edwards: Mr. President, *Steve Edwards* speaking for the California delegation regarding Item 21. I would like to state that is the same item as Number 4 of last year, which was then endorsed by the California delegation.

President Harris: Are you going to move this?

Mr. Edwards: Yes, I will move this, *Mr. Harris*. I would like to yield to *Dick Porter* at Microphone 11.

President Harris: If you are going to, move it.

Richard Porter: So moved. *Dick Porter*, California, as an individual. With regard to Item 21, this motion simply calls for intensified consideration of the professional role of a teacher, especially as this relates to changes and practices under collective bargaining legislation.

It urges the Board of Directors to consider ways in which professionalization goals for teachers might be developed and implemented. It does not mandate expenditure of additional funds. It does not presume to duplicate what is already being done in the instructional development area, but rather seeks to identify more precisely where we are going in this time of rapid educational change. Thank you.

President Harris: Microphone 17, *James Beisner* of Ohio, as an individual, for the motion.

James A. Beisner: Jim Beisner of Ohio, speaking as an individual. Thank you, Mr. President. You yourself and *President-Elect Ryor* and *Executive Secretary Herndon* have all related that we have a PR problem with the NEA. Our image is somewhat stained, and to cleanse that image, we need further thrust in the professionalism area.

It is timely and appropriate at this time that New Business Item 21 is on the floor. I urge your support for this so that we can move in a professionalism direction. Thank you, Mr. President.

President Harris: There are no more requests at the microphone for New Business Item 21. I will put the question: All in favor . . . opposed . . . *the item is defeated*. All those in favor of New Business Item 21, please stand . . . opposed . . . *it has passed*. All right, the Chair was in error. (Applause)

We have *Beth Nelson* at Microphone 10 to present New Business Item 22.

Beth Nelson: Thank you, Mr. President. Fellow delegates, on your own copy, will you please insert after the word "November" in the third line, the following phrase, "of every even-numbered year." This motion is not simply a motion aimed at allowing teachers to get to the polls. We will get to the polls and if inclined to devote the day to working the polls, we will take a day of professional leave or, if necessary, a day without pay.

It is the purpose of this motion to demonstrate our priorities. It is time children of this nation learned through example the importance of election day. We should bring everything in this country to a screeching halt; all other activities should cease. We need to show that exercising one's franchise is of greater importance than the Super Bowl or the horse racing triple crown. (Applause)

We have permitted the attitude and practice of business as usual to minimize and eclipse the importance of the democratic practice of selecting one's governmental representatives. It might be noted that other countries use Sunday in order to permit and encourage all citizens, especially the working class, to vote and work for candidates who know and care about their needs and rights.

Tuesday is the traditional day, and it is difficult to change a tradition. Therefore, this motion seeks to make election day a legal holiday, and we urge your support.

President Harris: Microphone 5, *Ken Haller*, Nevada, speaking as an individual and for the motion. Microphone 5.

Ken Haller: Mr. President, fellow delegates, we have fought the battle of the elections by having to move our furniture around to let them vote in our classrooms. For years we sat home and didn't go out and work during the election day because we couldn't get there. We had no way of getting released time to work for candidates. We had no way of getting released time to work for people to keep elections honest.

I submit they would perhaps be a lot more honest if they had a few more of us there. As a member of one of the major parties I would say also that in the state of Nevada both parties have resolutions supporting this particular process, the idea of allowing everybody a chance to participate in the democratic process during election day.

President Harris: Microphone 7. *John Beck* of Minnesota, speaking as an individual, speaking against New Business Item 22. Microphone 7.

John Beck. John Beck, Minnesota. Mr. President, speaking against. I am not in opposition to having another holiday for us during the year, a day that we can take off from our regular duties, et cetera. However, I do want the delegates of this convention to consider another aspect of what may happen if we have a holiday on election day.

If we can just look back two or three days ago to the 4th of July, we see that hundreds of thousands of people were away from their homes and away from their cities and away from their places of business, et cetera. They were on the beaches, and miles and miles away from their voting polls.

If we made a holiday out of election day, millions of Americans would likely be away from their homes and would not be around to vote. In most states there are laws that the employers must give their employees time off from work to vote. Because polls are open from 7:00 in the morning until 7:00 or 8:00 at night, everybody who so desires has an opportunity to vote.

I am afraid that making a holiday out of election day will drive a lot of voters away from the polls. Thank you. (Applause)

President Harris: Richard Sapnar of New Jersey, Microphone 9, point of order.

Richard Sapnar: Mr. President, don't many of the boards of education in the school systems give many teachers the day after Thanksgiving off in lieu of the election day? Is that not the case in many of these situations?

President Harris: I am not certain that I heard all that you said.

Mr. Sapnar: My question is, Don't many of the boards of education give the various schoolteachers whom they employ the day off after Thanksgiving in lieu of election day? As my colleague from across the way said, the polls are open from 7:00 to 7:00 in many instances. Wouldn't that be detrimental?

President Harris: I am not certain that the two are tied together. There are places where teachers have the day off after Thanksgiving, but whether or not this is in lieu of being off on election day is another issue.

Mr. Sapnar: Well, it is stated in many of the contracts. I don't know how many people here understand this, or how many people here have this situation in their school districts. I am just making a point.

President Harris: Microphone 10, *Beth Nelson* of Virginia as an individual, point of information.

Ms. Nelson: With Tuesday coming as far away from the weekend as it does, it is not likely going to be a holiday away from home. The idea of making this a holiday so that we can emphasize the importance of election day to our citizens, both youth and adult, should override all other considerations.

The Thursday being given as a holiday for Thanksgiving undermines the importance of election day, it would seem to me. Many of our teachers are moved out of their classrooms on election day so they can use them for a polling place.

President Harris: Microphone 6, *Don Mathis* of California, a point of information.

Don Mathis: Mr. Chairman, as I understand, we are considering New Business Item 22. We have yet before us consideration of the budget and to receive the final reports. My question is, How many New Business Items do we have yet to consider? I need to know this information so that some creative person might come up with a plan to extricate us from this morass of dilatory verbiage. (Applause)

President Harris: We have 58 New Business Items before us. We probably get twice as many requests for points of information or points of personal privilege as we do requests to speak to the matter that is before us. I am aware, as I hope everyone else is, of the number of Business Items we have to go. If we could address ourselves to the Items, we could probably move considerably faster than we are currently going.

Microphone 3, *Robert Brielmaier* of Michigan as an individual, against Item 22.

Robert Brielamier: I will speak to the points against this proposal. If you make this a holiday, you will probably have less participation. No more people will come to work on Monday; no, obviously they will take off Monday as well. They won't be there to vote as a result.

Secondly, in every area where I have ever lived there has always been sufficient time for those who wanted to vote. The problem is not that they can't get to the polls, but simply that they don't want to get to the polls. (Applause) Making it a holiday will make them no more eager to get to the polls.

I urge that you vote down this proposal.

President Harris: We can recognize no more speakers within our limits, so I shall put the question. All in favor . . . opposed . . . *motion is defeated.*

We are ready for New Business Item 23. We are not certain who the maker is, but let's try *Ernest Lane* of Virginia as an individual to see if he will put the motion. Microphone 10.

Ernest Lane: *Ernest Lane*, Virginia Education Association. I will move Item Number 23. I have a seconder at Microphone 11.

. . . *Motion* was seconded by *Ellen Logue* of California.

President Harris: Do you wish to speak to the motion, *Mr. Lane*?

Mr. Lane: Yes, please. The National Education Association has stated that it has problems because it needs more money. Therefore we have voted in a dues increase. This also can be stated with every education association across this country. Since the founding of UniServ there has not been any increase, even though the salaries of our UniServ staff have increased.

The monies required for programs have had an increase. We feel that any time we have a dues increase coming to a national association, that a specific portion of that should be directed back into the local associations where that money was derived to help with the establishment of the UniServ programs and the payment of staff.

We urge everybody to support this so that we may in fact support the members as we feel necessary. Thank you very much.

President Harris: Microphone 9, *Pete Smith* of Oregon, wishing to speak against New Business Item 23. Microphone 9.

Merlyn "Pete" Smith: Mr. Chairman, there are a host of reasons why the passage of Business Item 23 would be harmful to the orderly process. As has already been pointed out by *Mr. McGarigal* in his introduction of the budget yesterday, we need a sensible flexibility, not only for the current monies, but also for the new monies that will be available to us by virtue of passage of the amendment. At this time we should not tie up any appreciable sum of money for a specified series of objectives called UniServ local expenditure. There is also a series of problems with the nature of the motion itself.

I would submit to the Representative Assembly that in reading the motion carefully, you will see that the allocation of funds as instituted by virtue of this would actually violate the current UniServ Guidelines, which, of course, are a three-fold endeavor.

But further, even words such as "at least 40 percent" are omitted, which would make it sound as though the form of allocation is so specific not only as to purpose but also as to amount as to be very harmful.

I strongly urge us to defeat this motion so that planned program budgeting and the Board of Directors' prerogatives to change by representative process the UniServ Guidelines themselves will be the means by which we do serve as members on a broad scale. UniServ, as I hope we all know, is not a program; it is a delivery system. To confuse the two and allocate monies to a delivery system rather than to the servicing of members is always inaccurate and inadvisable.

I strongly encourage us to defeat the motion before us.

President Harris: Microphone 11, *Ellen Logue* of California as an individual, speaking for the motion.

Ms. Logue: I seconded the motion for the 40-percent dues increase, fully recognizing that we have one year to work on the budgetary implications. I strongly urge this delegate body to support this motion so that during this year we can increase the effectiveness of the UniServ delivery system and so that we can also take concern for the plight of the local associations and the state associations who are faced with an inability to get more dues money due to the increase in NEA dues.

Therefore, with this dues increase, more of that delivery system money can be diverted back to the individual association and the local members who need it for their program. I strongly urge your support since it will be effective in the 1976–77 budgetary year.

President Harris: Microphone 13, *James Barlow* of Arizona as an individual, to amend.

James Barlow: This is *Jim Barlow* of Arizona. I would move to amend New Business Item 23 by deleting the word "local" in the second line, adding "s" to the word "affiliate," and deleting the word "locals" in the third line. I have a second.

. . . *Motion* was seconded by *Don Eklund* of Arizona.

President Harris: Do you wish to speak to your amendment, *Mr. Barlow*?

Mr. Barlow: Yes, just briefly. I have some serious doubts about the New Business Item. Some of its faults were pointed out. This amendment would help one of the deficiencies in this item.

We have several kinds of UniServ units in the various states. There are not only local units, but also there are clusters and there are state-operated UniServ units. This totally ignores the other two kinds of units as presently stated.

I believe my amendment overcomes that deficiency. (Applause)

President Harris: I have no requests to speak on the amendment. I am going to put the question. I would like to read to you the amendment. It is as follows: In New Business Item 23, in lines 2 and 3, the next-to-the last word in the line in each case—where the word "local" and locals" appear, those would be deleted. In addition to that, the first word in line 3, "affiliate" would have an "s" added to it to become "affiliates."

I am going to put the question. All in favor . . . opposed . . . *the amendment is defeated.*

We are back to the main motion. Microphone 12, *Lou Armbrust* of Washington, speaking as an individual, wishing to amend New Business Item 23.

Lou Armbrust: Lou Armbrust, Washington, chairman of the NEA UniServ Committee. I wish to amend by substitution. I move that the subject of increased UniServ funding based on increased dues be referred to the NEA Board of Directors for study and a report made to the 1976 NEA Representative Assembly. I have a second at Microphone 8, sir.

. . . *Motion* was seconded by *Joseph Pasteris* of Illinois.

President Harris: All right, *Mr. Armbrust,* do you wish to speak to your amendment?

Mr. Armbrust: Yes, sir. The NEA UniServ Committee has long been an advocate of increased UniServ funding based on an increase in Association dues. However, it is the feeling of the Committee that because of the dues structure, we do have a year to study this program.

This concept of coming to this Assembly and adding arbitrary amounts can be very disruptive in a budget-making process. I have spoken to the secretary-treasurer, and he is in agreement with this motion to refer and to study this entire matter. Thank you, sir.

President Harris: All right. Our treasurer wishes to respond.

Treasurer John T. McGarigal: Thank you, *President Harris. John McGarigal,* treasurer. I agree with *Mr. Armbrust.* I did confer with him on this. To do other than what is suggested by this motion to refer would defeat the whole purpose of the report of the Task Force To Study the Dues Increase.

I think the appropriate place at this time for this motion would be to refer it to the UniServ Committee and let us look into it during the next year and come back with further ideas at a later time. I support that motion before you at this point. (Applause)

President Harris: Mr. Slivkoff at Microphone 2, of California, do you wish to speak for referral or against referral?

James J. Slivkoff: I wish to speak for referral.

President Harris: We have had two speakers speaking on referral. Microphone 13, *Deloy Spencer* of Utah as an individual against.

Deloy Spencer: Two years ago a New Business Item charged with looking into alternative funding for UniServ was considered. We got a report back last year that nothing could or would be done. I see this substitute as the same type of a procedure that we went through last year.

It is time we need some more money for UniServ. Let's tie it down. Let's get something done. (Applause)

President Harris: Microphone 13, *Harry Peterson* of Kansas as an individual, speaking against.

Harry Peterson: Mr. President, there has been much discussion about the NEA dues increase. All of us know that dues increases are needed, but not just by the national. As a result of the need for expanded state services, it will be difficult for many locals to raise their dues by any substantial amount for some years.

Support of New Business Item Number 23 will provide NEA with sufficient operating funds as well as help to give locals the money to provide the staff and program to carry out NEA goals. It has been implied that the local's assumption of staff service has relieved the NEA budget and at the same time local effort has increased NEA membership.

Sufficient money may be available to locals to assist and assure the accomplishment of state and local goals. I urge your defeat of this amendment.

President Harris: Okay. The matter has been before you on the screen. We have had two for and two against. I am going to put the substitute to New Business Item 23. All in favor . . . opposed . . . *the motion has carried.* All right. The matter shall be referred to the Board.

We are ready for New Business Item 24. We are not certain if this is the maker of the motion or not, but we will call on *Kay Stilwell* at Microphone 4 for New Jersey, speaking for the delegation.

Kay Stilwell: Thank you, President Harris, speaking for the New Jersey delegation in support of New Business Item 24—

President Harris: Do you wish to put the motion?

Ms. Stilwell: Yes, I do.

President Harris: Would you so that, please?

Ms. Stilwell: I wish to move New Business Item Number 24.

. . . *Motion* was seconded by *John Heilbronner* from Oregon.

Ms. Stilwell: I wish to yield my time to *William Kellner* from New Jersey, who will speak to New Business Item 24.

William Kellner: William Kellner, New Jersey. I was a delegate at Portland and I am a delegate here. It disturbed me very much when I was in Oregon. The thing that struck me was not the warmth of the people or the reception they gave me; the thing that struck me was the cleanliness of the streets and the purity of the air. This was a shame. (Applause) This was a real shame.

Every state should be pure and clean. Now, this motion does not intend to clean up the United States, but the NEA is the example that the entire country sees. We teach our students to conserve. Could we do less? This does not require the NEA to use recycled material, so it is not a matter of cost; it merely encourages them.

Hopefully the executive director or the Board of Directors would make a few simple phone calls to find out whether it would be physically feasible to use recycled materials. I am sure there would be little problem with recycling the tons of refuse that we produce at each NEA convention.

I would like to yield my time to *Mr. Heilbronner* from the state of Oregon, which in my opinion represents America the beautiful as it used to be and as it should be.

President Harris: You cannot yield your time, sir. You received the microphone on a yield, and only one yield is possible under that arrangement.

All right. We go back to *Mr. Heilbronner* of Oregon, the seconder who wishes to speak. Microphone 9.

Mr. Heilbronner: Mr. President, many acres of trees were cut for the tons of paper we have used here at this convention and in the operation of the NEA organization. Oregon believes that recycling of all of our full resources is as important as the use and conservation of them.

Now that recycled paper and other products are available, we in NEA should be using them, in addition to encouraging others to do so. Let's keep Oregon and other states green and clean. I encourage you to say Yes to this bill. (Applause)

President Harris: Microphone 18, *Robert Lipscomb* of Alabama as an individual on New Business Item 24, point of information.

Robert Lipscomb: Mr. President, *Robert Lipscomb* of Alabama, speaking as an individual. My point of information has to do with budget implications. I am in complete sympathy with the idea of recycling, but I am wondering if it will indeed cost more to collect the materials than we will be receiving through the recycling process.

This question really relates to New Business Item 28, because I think they are both related.

Treasurer McGarigal: President Harris, I would like to answer some of the points. Hopefully it will cover all of the questions asked for. As far as we can determine, the cost for recycled paper runs approximately 5 to 10 percent higher than for regular paper.

There are several disadvantages to using recycled paper. The print quality is extremely poor. The type and color of print are restricted. In anticipation of this question's being raised today, we contacted eight suppliers in the Los Angeles area this morning and not one of them sells recycled paper.

So it does present some problems.

Mr. Lipscomb: Mr. President, thank you for the answer, and I have a request in to make a motion to amend this item.

President Harris: It is an amendment?

Mr. Lipscomb: Yes, it is. I would like to move.

President Harris: It is my understanding that you got the microphone on a point of information.

Mr. Lipscomb: That is correct.

President Harris: Then your motion would not be in order.

Mr. Lipscomb: Thank you.

President Harris: The next speaker in line is at Microphone 6 from California.

Ray Klinefelter: Ray Klinefelter from the state of California. I call for the question.

President Harris: The question has been called for. All in favor . . . opposed . . . *debate is*

closed. We will put the question of New Business Item 24. All in favor . . . opposed . . . All those in favor, so indicate it by standing . . . opposed . . . *the motion is carried.*

Microphone 5, *Sam Kuykendall* of Texas, point of parliamentary inquiry.

Sam Kuykendall: Mr. President, I withdraw my parliamentary inquiry, sir. Thank you.

President Harris: *Steve Edwards* of California, speaking for the delegation, for Item 25.

Steve Edwards: Mr. President, I would like to move Item Number 25. It has the California delegation caucus support. This is something, Mr. President, that we would like to ask this Assembly help us with. There is a board of directors in Berkeley, California, that is super bad. People say you shouldn't tell others your troubles because half of them don't care and the other half are glad you are getting what is coming to you, but I have more faith in this body than that.

I am appealing to you for whatever help you can give us to give the Berkeley Board of Directors a very, very strong reply to the actions that they have committed regarding the teachers in that city. They have cut those teachers' salaries 15 percent in face of double digit inflation. We simply cannot tolerate an arbitrary board of directors' taking $1 out of every $4 out of a teacher's pocket just to subsidize the school district operation.

I have got about a two-hour speech on this—I am going to spare you that. But I would simply like to have this Assembly help us from California deliver a stern message to Berkeley. There is an amendment to this because there is another district not too far away that is part of this conspiratorial act to cut the teachers down in California.

If it can happen here, it will happen elsewhere and elsewhere and probably already has. Enough is enough; too much is too much; let's stop it. We feel we are down. They have their feet on our necks. They have their hands in our pockets and we say, Help us stop them here now. Thank you, Mr. President. (Loud applause)

President Harris: I find myself as president in a dilemma because I recall a very similar item where we were asked to perform an act of condemning a body when we had not conducted an investigation. We had not heard both sides of the story, et cetera. I recall the advice that we were given, and I am going to ask our legal counsel to suggest the implications of the item here so that they may be shared with the body.

Legal Counsel Chanin: Let me make it clear I am not speaking at all to the merits of the situation in Berkeley. Over the years, the Representative Assembly has tried to avoid general condemnations of specific situations. The NEA has not as an organization investigated the specific charges. In the absence of that type of investigation, we have viewed generalized condemnations as smacking somewhat of lack of due process and lack of fairness.

We are aware of many communities, far too many, in the country in which problems of this type exist, in which school boards do act arbitrarily and in which teachers are denied their rights. If these situations are called to our attention, either by New Business Items or by other means, we do have organizational processes to deal with the problems. We do what we can to rectify the situation.

President Harris: Microphone 2, the maker of the motion wishes to respond.

Mr. Edwards: Thank you, *President Harris.* I have talked with *Mr. Chanin* about this. I am in agreement with *Mr. Chanin.* I certainly understand what he is saying to this delegation, and I find him not to be argumentative. I find him to be extremely helpful.

Now, I have a substitute motion that I would like to make if I may be permitted to do that.

President Harris: You were permitted to do that when you went to the microphone the first time, *Mr. Edwards.* It is in order.

Mr. Edwards: Thank you, Mr. President, I thought perhaps I shouldn't make the substitute motion before I made the main motion. May I read this, please, on behalf of the delegation?

"The Representative Assembly expresses concern over reports that the Berkeley Board of Education has failed to adhere to its contractual obligations, has cut the salary schedule and has withdrawn negotiated fringe benefits. The Representative Assembly further expresses concern over reports that the Stockton Unified Board and Administration have failed to respond to the expressed need of the teachers, refused to implement equitable and educationally beneficial programs, used tactics of confrontation and fostered division within the schools and the community.

"The Representative Assembly directs the executive director to investigate the aforesaid reports and based upon such investigation, to take such steps as may be appropriate to help achieve a satisfactory resolution of the aforesaid problems which may exist in the Berkeley and Stockton School Districts."

We would thank this delegation and *Mr. Chanin* and *Mr. Herndon* for their support and you, too, *President Harris*. (Applause)

President Harris: Please provide us with a copy of that item. I see no one else wishing to speak. I will put the question. All in favor . . . opposed . . . *the Ayes have it.* (Applause)

While we are preparing the next Item, I had some figures put together that I want to share with you quickly. The NEA convention has a budget from the NEA of approximately $253,-000. The delegate costs, speaking in terms of the state budgets, in connection with this convention, are approximately $6 million. It means then that this session costs us approximately $22,-000 for three minutes.

One minute of a point of personal privilege costs us approximately $7,290.

Microphone 13, *Bridget Mugane* of Wisconsin as an individual on New Business Item 26.

Bridget Mugane: Bridget Mugane, state of Wisconsin, speaking as an individual, in support of Business Item 26.

President Harris: Do you wish to move New Business Item 26?

Ms. Mugane: Yes, I move that item and would like to speak to it if I may.

President Harris: Do you have a second?

Ms. Mugane: Here is my second.

President Harris: Just a minute, please. Yes, we adopted an item yesterday which is almost identical to this. This is redundant and out of order. (Applause)

Yes, do you still have a question at Microphone 6, please?

Hazel Stover: Hazel Stover, California, speaking as an individual. My point of order is that we adopted the substitute motion for the main motion, but we never took the second vote to adopt the main motion on Item 25.

President Harris: No. What happened is this: The maker of the motion presented a matter, and then we talked about the difficulty. As a maker of the motion he substituted that new wording for his original motion. Therefore, the substitution was made at this point by the maker of the motion. The House then adopted his substitute.

Ms. Stover: Thank you, Mr. Chairman.

President Harris: Item Number 27, Microphone 2, *Robert Carter* of Massachusetts.

Robert Carter: Thank you very much, Mr. President. I would like to move that the Representative Assembly adopt New Business Item 27 and I would like to speak to it.

. . . *Motion* was seconded by *Denis Hanning* of Massachusetts.

President Harris: All right. You may speak to your motion.

Mr. Carter: This is a very critical concern that comes before us at this time. New Business Item 27 sets us once again in historical perspective. If we were to regard the development of the civil rights movement of the past 20 years, we would find that our major concern 20 years ago was what was happening with respect to Blacks.

As time has gone on, the awareness of mistreatment of Blacks was not focused therein only. Other minority groups were also mistreated. Knowledge of their mistreatment has come to the front. However, the funding for such studies has not proportionately increased. Rather, all ethnic minority groups have been lumped together in one pie, so to speak, and funds so allocated have not been increased to deal with their additional problems.

Therefore, Mr. President, it is my feeling that we should focus once again on the original point of concern and by doing so, not to do detriment to studies that affect other ethnic minority groups. In other words, we should increase the cost for study and task forces so that all minority groups will have their due place.

But at the same time, we should not diminish the focus of studies and task forces to seek out and to preserve the cultural and educational potential of Black communities. Thank you.

President Harris: Mr. Carter, I am having a problem with your New Business Item as it is presented. You recall on yesterday we had the same situation when the item called for a task force, which we no longer have under our new document, and you are describing a special committee.

The new document requires also two additional ingredients. It also requires a time frame, which you have not included. Therefore, I would want to give you time to make this acceptable by putting in a time frame for this special committee that you are describing, so that we wouldn't have a legal matter in front of us as we considered it.

So, what I would like to do is give you a minute or so to think about that while we take Item Number 29. You could come up to the Bylaws table and get some consultation on it. Then we could come back to 28.

Mr. Carter: Would the Chair also be kind enough to request that some of the petitioners who submitted this item also be present at the front of the auditorium so that we might work cooperatively on this point?

President Harris: All right. That is fine.

Okay. We have some more procedural questions. At Microphone 7, *Sandra Kiley* of Massachusetts, a point of information.

Sandra Kiley: Mr. President, that was about half an hour ago. I think there has been a mistake as to some papers up there. I pass in any event.

President Harris: Microphone 5, *Gunnar Brown* of Missouri. Microphone 5.

Gunnar Brown: Mr. Chairman, *Gunnar Brown*, Missouri. I would like to move to allow all New Business Items a one-third vote of the Assembly. This would allow us to read the amendments, read the New Business Items and decide whether we would need more time to vote on them.

At such time you would put the question to the Assembly of whether they wished to close debate. A one-third vote could have debate and we would expedite this procedure.

President Harris: All right. *Mr. Brown's* procedure would be that we move to a New Business Item; we would immediately read the item; we would then take a vote to see if debate was desired. I believe his figure was that one-third desiring debate would be sufficient to have it.

If there was no request for a debate, then we would immediately put the question. I am going to put the matter to you. It requires a two-thirds vote, and it is not debatable. All in favor . . . opposed . . . *the Chair rules that it has passed.* (Applause)

All right. We have before us New Business Item 29. New Business Item 28. May I have your attention, please? "NEA will contact a paper company to have bins to collect all the papers the delegates do not want. This paper will be sold and the money be put into a fund to help teachers who are on strikes and/or have been fired and are in need of some money. Submitted by 50 delegates."

All those who would like to have this item debated, so indicate it by saying Aye . . . opposed . . . *no.* I will put the question. All in favor . . . opposed . . . *the item is passed.*

Item Number 29. "The NEA Representative Assembly directs the NEA Executive Committee and Board of Directors to develop and implement during the 1975-76 membership year an informational campaign for local leadership and membership regarding the importance of and procedures for NEA endorsement of a candidate for U.S. President, in addition to those already published by NEA."

All those that would like to have this debated, so indicate it by saying Aye . . . opposed . . . *no.* I will put the question. All in favor . . . opposed . . . *the item is passed.*

That brings us to New Business Item 30. "The Representative Assembly directs that a continuing unit of the NEA investigate, report on, and monitor the attacks on the American public educational system which endanger academic freedom; prepare materials and programs to assist local and state associations to anticipate and thwart such attacks; and publicize nationwide in various media the history of and need for academic freedom in a democracy." It was submitted by 50 delegates.

All of those that would like to hear this debated, so indicate by saying Aye . . . opposed . . . no. I will put the question. All in favor . . . opposed . . . *the Item is passed.*

Item Number 31. "The NEA will enter into UniServ contracts with state associations only under the following conditions:

"a. That adopted guidelines guarantee the involvement and concurrence of the local leadership of existing and potential UniServ units in the development of the UniServ contract.

"b. In those states where two staffing patterns exist, for example, state and/or local UniServ unit, both operations shall continue to exist."

Shall we debate this? All in favor . . . opposed . . . *we shall have debate.* Item Number 31.

Microphone 8, *John Makowski* of Michigan, speaking for the delegation on Item Number 31.

John Makowski: Thank you, *President Harris.* I have a second on Microphone 3. *Gil Burchett* of Michigan; he would like to reserve the right to speak.

The logo that we are all wearing—the emblem of the NEA—is a triangle in shape. This triangle we have been told symbolizes the joining of the national, state, and local associations. All three sides are equal. Now, the finances that support all three organizations are collected

from the local level. These monies are then sent away to the national and the state level so that they may carry on the work of teachers.

Most of us recognize that the very foundation of a united teaching profession is the local teachers organization. I would like to quote from remarks made by *President Harris* just recently: "As we work toward getting that job done, we will begin as a completely unified organization with agreements among local, state, and national components and the utilization of staff in shared program responsibilities so that delivery of services is coordinated at the appropriate levels."

By passing New Business Item 31, we would ensure that the local group participates in determining the best use of the UniServ delivery system. The mighty resources of the NEA and the state associations take no precedence to the strong emotional and financial commitment of the local teachers. To take our dues and ignore our feelings is to raise the unpleasant specter of taxation without representation. Thank you.

President Harris: Microphone 15, *Mary Jane Cheatham* of Arkansas.

Mary Jane Cheatham: Mary Jane Cheatham, Arkansas, as an individual. I yield to *Joe Briscoe* of Arkansas.

Joe Briscoe: Joe Briscoe from the state of Arkansas. Because the NEA UniServ Policy Guidelines' purpose is to guarantee to local leadership staff and program in order to strengthen the effectiveness of the local association, because it is not occurring uniformly, this motion would require more stringent enforcement. Also, in areas where any locals are capable and feel their interests can be served by a strong local, this option would be guaranteed.

President Harris: Microphone 3, *Bill Bell* of Connecticut, a parliamentary inquiry.

Bill Bell: Is it possible to divide this question, Mr. Chairman?

President Harris: Where would you like to have it divided, "(a)"?

Mr. Bell: "(a)" and "(b)".

President Harris: It certainly is possible, and it will be divided. Seeing no one else—Microphone 4, *Frank Totten* of New Jersey.

Frank K. Totten: Mr. President, I move to refer the divided question (a) and (b) to the UniServ Committee of the Board of Directors. I have a second here and would like to speak to this motion.

Motion was seconded by *Dorothy Dagon* of New Jersey.

Mr. Totten: Mr. President, ladies and gentlemen, the UniServ Committee of the Board of Directors spent a year studying the UniServ Guidelines. We went over the country; we listened to state leaders, local leaders, leaders of urbans, leaders of suburbans, and leaders of rural organizations.

The Guidelines were discussed, debated, and revised as adopted by the Board of Directors. Every year New Business Items come up in this RA to change the UniServ Guidelines. We just got finished changing them on the Board. We want time to see how they will work. We need to have a couple of years to really get into UniServ and make it the best program we have.

Let's not keep changing these things. I urge you to vote to refer this to the Board to see that these suggestions here will fit in with what we are doing, what we are planning to do, so that we can in fact have the best UniServ program possible. Thank you. (Applause)

President Harris: All right. We have before us a motion to refer the entire matter to the Board for consideration by the committee dealing with UniServ. Discussion on that item would be in order. Microphone 5, *Harriet Mauzy* of Texas as an individual, speaking against. Microphone 5.

Harriet Mauzy: We would urge that you take a position now that you vote against referral. The motion as it is worded merely continues the present policy. It is our desire to continue and protect that program that has made UniServ and your service what it is today.

We in no way intend to infringe upon or hurt the program. This is an effort to strengthen it. The local leaders, the staff, and governance made UniServ what it is. It is time the NEA set that matter straight once and for all. We urge you to vote against referral.

President Harris: Now, a part of the information that was just given is not totally accurate relative to the current Guidelines. Therefore, I am going to ask the executive secretary to speak to just that issue as to the accuracy of the information.

Executive Secretary Terry Herndon: In making reference to Part (b) of New Business Item 31, there is nothing in the existing guidelines that says a state that has two options has to stay that way. At the present time, a state that has two options—if it decided to do so within the state—could adjust its program in one direction or the other to make it a completely local

program or to make it a completely state program or to stay as it is. Any one of those would conform to the guidelines.

If this were adopted, that flexibility would be removed from the guidelines.

President Harris: Microphone 6, *Bar Kaelter* of California, point of information.

Bar Kaelter: My point is on the main motion, so I will wait until then.

President Harris: Anyone else wish to speak to it? *Hazel Stover* of California, Microphone 6, speaking against.

Hazel Stover: *Hazel Stover* of California, speaking as an individual. I wish to oppose the motion to refer. The RA in San Francisco adopted the first UniServ program. UniServ has, since that time, been a part of the RA actions. I think that the RA must assume the responsibility for representation of the local members. It is essential that we as delegates of those local chapters have a voice in the UniServ program.

If we refer this to the Board of Directors, we are simply allowing someone else to make the decision that we as local leaders have an obligation to make. I urge that we oppose the motion to refer and that we protect the local interests, we protect the state interests, and the national interests by maintaining a tripartite program. In all of those states where there are two options and in those states where there is only one program that should continue. This RA must speak to that issue once and for all. We have got to settle it now so that we can go on and we can avoid conflicts that have developed in many, many states over this very issue.

I urge you to defeat the motion to refer and support New Business Item 31. (Applause)

President Harris: Microphone 3, *Bill Bell* of Connecticut, parliamentary inquiry.

Bill Bell: I have taken care of that, Mr. Chairman.

President Harris: Microphone 5, *Al Cranston* of Wyoming as an individual.

Al Cranston: Thank you, Mr. Chairman. I move to close debate on all motions dealing with Item 31. I have a second, *Carl Issen* of Wyoming.

President Harris: The question is, Shall we close debate? However, it is going to have to be confined to the matter of referral. Shall we close debate on the matter—

Mr. Cranston: The other day you took a motion to close debate on all items dealing with a certain thing. Why don't you do it today?

President Harris: I ruled the same way then that I am going to rule now. It is found on page 32. Item "g" reads as follows: "A motion to move the previous question shall apply to no more than the single question immediately before the Representative Assembly."

All in favor of closing debate on this item . . . opposed . . . *we are ready to vote on the matter of referring it to the Board of Directors.* All in favor . . . opposed . . . *the motion is defeated.*

We are back to New Business Item 31. Microphone 6, *Bar Kaelter* of California, speaking as an individual, a point of information.

Bar Kaelter: Thank you, Mr. Chairman. Mr. Chairman, I am wondering whether you could clarify for me when UniServ was established? Was it designed to serve the needs of local associations and local members, to bring staff there? If so, was the name UniServ chosen particularly to indicate this idea of serving rather than choosing a name like UniSubjugation?

President Harris: UniSubjugation was never considered.

Mr. Kaelter: Thank you.

President Harris: There was a division of the House called on the last item, the vote to refer to the Board. All in favor of referral of the item to the Board please stand . . . opposed . . . *it was defeated.*

Microphone 9, *Glenn Harrison* of Oregon wishes to amend.

Glenn Harrison: Speaking as an individual. I move to amend Item 31 in the last line by substituting the word "may" in place of "shall."

. . . *Motion* was seconded by *Audrey Cummins* of New Jersey.

President Harris: Do you wish to speak to your amendment?

Mr. Harrison: Yes, I do. We feel this should be made permissive rather than mandatory. We in Oregon just this year changed to a statewide UniServ program from a combination of both local and state programs.

President Harris: Seeing no requests to speak to this amendment, I will put the question. The amendment would substitute in New Business Item 31, Paragraph (b), "may" for "shall." All those in favor—

(Cries of "No.")

President Harris: Microphone 18, *Nick Spinnato* of Maryland, as an individual, wishes to speak against.

Nick Spinnato: Mr. President, I am a bit confused and I may be speaking against what is not accurate. I am against changing "shall" to "may." But also, I question dealing on an issue that you ruled divided and then taking an amendment as part of a divided question.

I am greatly concerned that it is confusing. It has got to be super-confusing to people who have never gone through a situation of dealing with these guidelines, of dealing with hiring your UniServ people, of dealing with how much local control and local say you are going to have in your UniServ people.

If you have been through it, you know what we are talking about. If you haven't been through it, it must be like talking about a trip to Disneyland if you haven't been there. I would oppose watering down any of this. I was opposed also to dividing it. But I agree with the previous speaker who indicated it is something that should not be dealt with now; it is something that should have been dealt with two years ago.

President Harris: Microphone 6, *Ronald McPeck* of California as an individual, speaking for the amendment.

Ronald McPeck: I am speaking against.

President Harris: All right. Speak against it.

Mr. McPeck: Ron McPeck, from San Bernardino, California, one of the first UniServ units to be established some nine or ten years ago. We have operated under local control. We have been happy with that. We are very concerned that that option is not available to people who wish to use it.

While we may or may not change the way we operate, we think the decision should be made by those people at the local level. We make the decisions that are in the best interests of the grass roots. It should not be the Board of Directors at NEA, the Board of Directors at a state level—it should be determined by the people we serve. Thank you.

President Harris: It has been suggested that I make clear what has happened to this point and where we are. As a result of a request, the item was divided between (a) and (b). We are now working on an amendment presented by *Glenn Harrison* to substitute the word "may" in the last line for "shall."

Microphone 10, *Stan Foskett* of Texas, speaking as an individual, a point of information.

Stan Foskett: My point of information was spoken to in the amendment in that I wanted to question whether there was any option left at all to let the locals decide for themselves on those locals that had chosen or who already existed.

President Harris: You are debating.

Mr. Foskett: My question was, Under this wording, do the locals have the option to vote for themselves or would they have to stay in existence?

Executive Secretary Herndon: I am not sure what the intent was. I can only deal with the words, but part (b) as it is written on the printed sheet says both operations shall continue to exist. As I read it, a local operation could not, if it chose, become a state operation.

Mr. Foskett: That is the way I read it. Thank you.

President Harris: The maker disagrees, Mr. Chairman. I suggest we hear from the maker.

Ernest Lane: It was the intent that local options should be retained. This is *Ernest Lane* of the Virginia delegation, speaking as an individual. It was the intent that the local option or local control within a state program should remain at the local level. There was no intent of making mandatory anything on the local people.

President Harris: Microphone 11, *Richard Porter* of California as an individual.

Richard Porter: Mr. President, I move to close debate on all matters before the House.

President Harris: We just went through this. I will move to close debate on the amendment, because there may be further discussion on the main motion. Shall we close debate on the amendment? All in favor . . . opposed . . . *debate is closed.* All right, now the amendment, to substitute the word "may" for "shall" in the last line of Section (b) to have it read "both operations may continue to exist." All in favor . . . opposed . . . *it has passed.*

We have before us amended New Business Item 31. Microphone 9, *Laurence Morgan* of Tennessee as an individual.

Laurence Morgan: Laurence Morgan of Tennessee. I move to close debate. I have a second here.

. . . *Motion* was seconded by *unidentified delegate.*

President Harris: All right, motion to close debate. All in favor . . . opposed . . . *the motion is carried.*

The matter of a lunch break is before us.

(Cries of "No.")

President Harris: All in favor of a lunch break . . . opposed . . . *it fails.*

We have before us New Business Item 32. It reads as follows: "In recognition of the tri-level concept of the United Teaching Profession, NEA shall, in the development of the programs and services of the membership, directly utilize the resources and expertise of the state and local affiliates as equal partners."

Microphone 4.

Member: Wasn't Item 31 supposed to be split? Point of information.

President Harris: Okay. It was supposed to be split. Therefore, I am going to put the question again separately. I am going to put the first part. I am going to ask you to stand. I will read it and then we will immediately vote.

"That adopted guidelines guarantees the involvement of the local leadership of existing and potential UniServ units in the development of the UniServ contract." All in favor . . . opposed . . . *that has carried.*

We will put part (b): "In those states where two staffing patterns exist, for example, state and/or local UniServ unit, both operations may continue to exist." All in favor . . . opposed . . . *that has carried.*

Shall we debate Item 32? All in favor . . . opposed . . . *we do not debate it.* We are ready to put the question of Item 32. All in favor . . . opposed . . . *it is passed.*

Item 33: "The ballot for the endorsement of a candidate for the U.S. President in 1976 shall include the choice, 'No endorsement.' " Shall we debate? All in favor . . . opposed . . . *we do not debate.* I will put the question of New Business Item 33. All in favor . . . opposed . . . *it has carried.*

Item 34: "The Representative Assembly directs the NEA president to set up a task force to identify groups and study programs which seek to take over public school systems and/or infringe upon the academic rights of teachers and students; such task force to report periodically to the Board of Directors and to submit a report, with recommendations for action, to the 1976 Representative Assembly."

Shall we debate? All in favor . . . opposed . . . *we do not debate.* All right, now on Item 34. All in favor . . . opposed . . . *it has failed.*

Item 35. Division has been called for on New Business Item 34. All in favor please stand . . . opposed . . . *the item has failed.*

Now 35: "Because of the disproportionate outlays of public funds appropriated to the national defense budget and public education, the National Education Association strongly endorses a reduction of the defense budget; such reductions to be applied directly to the funding of public education. We hereby direct the officers and staff of the National Education Association to direct and support the intent of this motion."

Shall we debate this? All in favor . . . opposed . . . *we do not debate.* All right, on the Item. All in favor . . . opposed . . . *it has passed.*

Item 36: "The 'plan for action' on a nationwide telecommunications network recommended as a result of the study requested under New Business Item 74-15 shall be initiated within the current 1975-1976 program year." We have a problem in that the rules say that the adoption of an item does not amend a budget. There are no provisions in the current budget for this item. Therefore, unless the budget were amended, this would have no meaning.

Those who wish to discuss New Business Item 36, so indicate . . . opposed . . . *we do not discuss it.* Now to Item 36. All in favor . . . opposed . . . Point of order, Microphone 2, *Robert Carter* of Massachusetts as an individual.

Robert Carter: Thank you very much, Mr. President. My point is this, with respect to New Business Item 27, the Committee is ready to debate that item, as soon as the Chair will permit us to debate.

President Harris: All right. I am going to subject New Business Item 27 to the same test. If I had a copy, I would read it and find out if the House would like to debate it. Have you provided us with a copy?

Mr. Carter: I have a copy here.

President Harris: Have you provided us with a copy?

Mr. Carter: I will be happy to.

President Harris: Would you read it?

Mr. Carter: I will be glad to read this—just a minor editorial change, Mr. President. The change would read as follows, to change "task force" to "committee," and add the words

"report back to the Representative Assembly in 1976," thus complying with the request of the Chair that we establish no task forces but committees. We provide the time line as you so requested.

President Harris: Would you read the item in its entirety, please?

Mr. Carter: Thank you very much, Mr. President. "The NEA shall establish a committee to determine the needs and to seek out means to preserve the cultural and educational potentials of the Black communities of these United States and such committee to report back to the Representative Assembly in 1976."

President Harris: Shall we debate the matter that was just placed before us? All in favor . . . opposed . . . *we do not debate*. Now, on adoption of the Item just placed before us. All in favor . . . opposed . . . *the item has failed*.

I have a suggestion on Item 37. Item 37 appears to be an attempt to amend the budget. It speaks directly to that. Therefore, I would rather recognize it when the budget is under consideration and we are answering questions dealing with the budget. So I would like to skip Item 37 and move to the next item.

Okay, two problems: Number 1, some people are waiting until their item comes up before they phone in. Then we have finished with it before it finally gets from the person receiving the information to me. Therefore, if any New Business Item is being withdrawn, please inform the Chair first through the Bylaws and Rules Committee.

In other words, we have acted upon an item that someone wanted withdrawn. For example, there is a request that Item 34 be withdrawn. It is a technicality. It was defeated, but if there are no objections, we will consider it withdrawn rather than acted upon.

Now, on Item 37 I gave you a bit of misinformation. I see I overlooked the date; 37 is not requesting a change of the budget this year. If passed, it would be a mandate to next year's Budget Committee. Therefore proper consideration of it would be at this time rather than at the time of the consideration of next year's budget.

So we are on 37 then, and the question is, Shall we debate it? I will read it first. "That within the 1976-77 NEA budget, $100,000 shall be set aside for a pilot program which would provide funds for teachers who need financial assistance to carry out experimental or creative programs which deal with students. Decisions as to how these funds should be dispersed will be made by members of the NEA Executive Committee or their designees."

All in favor . . . opposed . . . *the item is defeated*.

Item 38: "The NEA will see to the gathering and dissemination of information on present and proposed federal programs for education to state and local associations; so that teachers will have an opportunity for meaningful input into the planning of these programs at all levels.

"The NEA will develop guidelines for state and local associations to help them protect the rights of teachers and students when they become involved in federal programs. These guidelines should also be provided to the federal agencies that may be involved.

"The NEA will direct its government relations division to intensify their efforts to see that federal enabling legislation for educational programs are properly funded.

"Furthermore, NEA will seek evaluation by teachers of present and future federal educational programs to see that good programs are continued and expanded and poor programs are not continued or duplicated in other areas."

Shall we debate this? All in favor . . . opposed . . . *we do not debate it*. Now for the question of adoption. All in favor . . . opposed . . . *the item is carried*.

Item Number 39: "The NEA will instruct its governmental relations division to intensify its efforts to gain an increase in federal funds for programs to retrain teachers. And, further, will strongly urge Federal Education Agency to place a moratorium on the use of federal money to train new teachers until the present imbalance between job openings and available teachers can be rectified."

On the question of debate. All in favor . . . opposed . . . *we do not debate it*. Now the vote on whether to adopt it. All in favor . . . opposed . . . *the item has failed*.

Microphone 18, *James A. Smith* of Alabama, point of order.

James A. Smith: *James A. Smith*, Alabama. Mr. President, I wish to make it clear that I didn't just get here. I asked for a point of information before we discussed Item 27. Then after the course was taken that you pursued, I asked for a point of order, which I am just now being recognized for.

May I call to your attention that when the Chair instructed Mr.—

President Harris: The vote was No on the discussion of Item 27.

Mr. Smith: Would you hear me out, Mr. President, please? That is my point. When the Chair instructed *Mr. Carter* to edit and to return with the completed Item 27, we were operating under one set of rules as it relates to debate. The rules were changed after *Mr. Carter* was instructed by the Chair.

It seems to me that we have just passed an ex post facto law when *Mr. Carter* was grandfathered in on the other set of rules under 27. I contend that 27 should be handled under the set of rules that existed at the time the Chair instructed *Mr. Carter*.

President Harris: All right. I would like for the House to decide that issue. We recognize the fact that there is certainly a technicality involved. With that in mind, if you wish to discuss Item 27—All in favor . . . opposed . . . *motion was defeated.*

We have had a roll call requested on Item 39. It would take one-third in order to achieve a roll call vote. All in favor . . . opposed . . . *there will be no roll call.*

Item 40: "The 1975 Representative Assembly directs the Board of Directors to fund and staff a Teacher Exchange Program that would make possible individual teacher exchanges among the states, schools of federal agencies within and without the U.S. and abroad."

This is another item that would have no meaning unless the budget were amended. Shall we debate it? All in favor . . . opposed . . . *there is no debate.* Do we adopt it? All in favor . . . opposed . . . *item is defeated.*

Item 41: "The NEA Representative Assembly shall not meet on Sunday prior to 1:00 P.M." Shall we debate it? All in favor . . . opposed . . . *there is no debate.* Do we adopt it? All in favor . . . opposed . . . *the item is defeated.* (Calls from the floor for division.)

President Harris: All in favor please stand . . . opposed . . . *it is defeated.*

Item 42. Item 42: "Resolved that the NEA should honor the 21-year-old teacher, *Nathan Hale*, who gave his life in the cause of the American Revolution and whose final words were: 'I only regret that I have but one life to give to my country.' "

Shall we debate? All in favor . . . opposed . . . *we do not debate it.* Do we adopt it? All in favor . . . opposed . . . *the motion has carried.*

Items 43 and 44 have been withdrawn. Item 45: "The NEA in recognizing its responsibility in the parent-teacher relationship of providing for the developmental needs of learning disabled students shall engage in a dialogue with the National Association for Children with Learning Disabilities—a parent advocate organization—to determine mutual ongoing goals designed to implement educational services for specific language disabled persons, for hyperactive children, and for those persons designated as emotionally disturbed."

Those who wish to discuss this item . . . opposed . . . *there is no discussion.* Those who wish to adopt this item . . . opposed . . . *the item is adopted.*

Item 46: "The 1975 Representative Assembly recommends that the Board of Directors establish a National Teacher Recognition Day, and set criteria for seeking out and recognizing outstanding teachers throughout the nation in a continuous effort to promote the recognition of teachers and teaching."

Shall we debate? All in favor . . . opposed . . . *we do not debate it.* Shall it be adopted? All in favor . . . opposed . . . *it has failed.*

Item 47: "The National Education Association shall discontinue direct lobbying for gun control legislation, and assume no position on gun control." Shall we debate it? All in favor . . . opposed . . . *we do not debate.* All right. We might as well have a division on the last one because I can hear it back there, and I now hear it up here.

"The National Education Association shall discontinue direct lobbying for gun control legislation, and assume no position on gun control." All those in favor please stand . . . opposed . . . *it has failed.*

Item 48: "The NEA shall work for the development and passage of legislation that would ensure true equity for men and women in Social Security benefits." There is a substitute for this item for the original makers, and it is going to be on the screen.

"Whereas our Social Security system is predicated on the assumption that males are the sole support of the families; and whereas Social Security benefits are determined differentially on the basis of sex and marital status; therefore, be it resolved that the NEA actively lobby for the development and passage of legislation that would for men and women in Social Security benefits"—"ensure true equity" is missing. But true equity is often missing.

That is a substitute by the original sponsors; therefore it is not necessary to bring about an action to cause that to happen. Shall we debate it? All in favor . . . opposed . . . *it will not be debated.* Now to vote to adopt. All in favor . . . opposed . . . *it is adopted.*

Item 49 has been referred to the Board. There is a request for a roll call vote on Item 47. The question is, Shall we have a roll call vote? It takes a standing one-third in order to have a roll call vote. All in favor . . . opposed . . . *it is defeated.*

Item Number 50 has been withdrawn. It brings us to Item Number 51 submitted by the Michigan Education Association.

"The NEA and its affiliates shall actively promote Bicentennial programs, projects, and publications which accurately depict the valuable contributions of women and minorities in our country's struggle for independence. NEA will reject materials which lack appropriate recognition of women and minorities. The publishers and editors of Time-Life, Inc., particularly, are to be censured for the almost complete omission in their 'Special 1776 Issue' of *Time* Magazine, July 4, 1776, of the meaningful contributions which were made by women and minorities."

The maker would like to have this divided. All right. There is a request that this be divided.

Marilyn Sheldon: Marilyn Sheldon, speaking for Michigan. The first five lines are one concept; the second four are a second. I ask that it be divided for a vote.

President Harris: It will be divided. I will read it in the two parts. We are on Item Number 51. A request for a division has been made.

"The NEA and its affiliates shall actively promote Bicentennial programs, projects, and publications which accurately depict the valuable contributions of women and minorities in our country's struggle for independence. NEA will reject materials which lack appropriate recognition of women and minorities."

I am going to put that. How many of you would like to discuss it? All in favor . . . opposed . . . *no discussion.* All in favor . . . opposed . . . *it has carried.*

The second part: "The publishers and editors of Time-Life, Inc., particularly, are to be censured for the almost complete omission in their 'Special 1776 Issue' of *Time* Magazine, July 4, 1776, of the meaningful contributions which were made by women and minorities."

All those who wish to adopt this . . . opposed . . . *that portion has failed.*

Item 52 has been referred. Item 53: "The NEA Representative Assembly recognizes the plight, as well as the courage of the classroom teachers of Crestwood, Michigan, in their struggle to achieve economic equity and to live with dignity as professional educators, commensurate with other segments of society. We encourage and support their efforts and call for similar support from NEA affiliates."

Those who wish to discuss this . . . opposed . . . *no discussion.* Those who wish to adopt this . . . opposed . . . *it has been adopted.*

Item 54: "The NEA shall publish in one of its official periodicals the status of all New Business Items adopted by the Representative Assembly during that convention year." Evidently there is support from the makers of this motion for this substitution, so I would like to put this substitution before you instead of that that was just read:

"The NEA shall mail to all local presidents the status of all New Business Items adopted by the Representative Assembly four times during the school year following that NEA convention."

Those who wish to discuss this . . . opposed . . . *no discussion.* Those who wish to adopt this . . . opposed . . . *the item is defeated.*

Item 55: "The NEA shall make every possible effort on behalf of the united teaching profession during the 1975-76 school year to give new leadership in the national effort to implement a conversion to the metric system of measurement—International System of Units, SI—as supported in our resolutions since 1968, now continuing resolution B-5."

Those who wish to discuss this . . . opposed . . . *we shall not discuss it.* Those who wish to adopt this . . . opposed . . . *the Ayes have it.*

Item 56 is withdrawn. Item 57: "The NEA shall take positive action to see that in a United States presidential election, no results of voting shall be released until after the last state has closed its polls." (Applause)

Those who wish to discuss this . . . opposed . . . *no discussion.* Those who wish to adopt this . . . opposed . . . *the item is passed.*

Item 58: "The NEA shall intensify its efforts to provide information and constructive help to local associations affected by the implementation of accountability and competency-based programs. Instruction and Professional Development shall collect, catalog, duplicate, and distribute such information to local associations requesting such information. In addition, IPD shall maintain a list of teachers who have been involved in such programs who would be willing

to serve as speakers and panelists. Staff shall prepare a plan and budget program for 1976-77 so that training materials and a training team can be sent to affected areas."

Those who wish to discuss this . . . opposed . . . *no discussion.* Those who wish to adopt this . . . opposed . . . *it has passed.*

Item 59: "Future task force reports shall be preceded by a summary not to exceed one page. Furthermore, such summaries shall be distributed to state delegations at the earliest possible date following acceptance by the Board of Directors, but no later than June 1 of each convention year."

Those who wish to discuss it . . . opposed . . . *no discussion.* Those who wish to adopt it . . . opposed . . . *the item is carried.*

Item 60: "The NEA encourages the implementation of Section C, Education and Training of the World Plan of Action adopted by the United Nations World Conference of the International Women's Year."

If you would like to discuss it . . . opposed . . . *no discussion.* If you would like to adopt it . . . opposed . . . *it is defeated.*

Item 61: "Twenty-five cents of every NEA member's dues shall be placed in an account to be used to finance election campaigns for the offices of NEA president, vice-president, treasurer, and Executive Committee. Further, the NEA Board of Directors shall establish a task force for the purpose of developing guidelines and procedures for determining eligibility and allocations of said funds. The task force shall report its findings to the 1976 NEA Representative Assembly."

There is a substitute, so if you will just erase that, I would like to read the substitute.

"The NEA president appoint an ad hoc committee to study NEA campaign practices and procedures. The ad hoc committee shall specifically study the feasibility of financing campaigns for NEA president, vice-president, secretary-treasurer and Executive Committee candidates from a common fund created for that purpose. The committee shall report its findings and recommendations to the NEA Board of Directors for its consideration and action prior to the 1976 Representative Assembly."

Those who wish to discuss this . . . opposed . . . *no discussion.* Those who wish to adopt this . . . opposed . . . *I am going to rule that the item has carried.*

All right. There is new wording for 62, offered by the maker of the motion. It reads as follows:

"The NEA, believing in a united profession, pledges to explore avenues of eventually bringing all other teacher organizations within the fold of the NEA."

Those who wish to discuss this . . . opposed . . . *no discussion.* Those who wish to adopt this . . . opposed . . . *it is defeated.*

(Cries of "No.")

President Harris: All right. Those who wish to adopt Item 62, the substitute that was read, please stand . . . opposed . . . *the item is defeated.*

We have a request at Microphone 4, *Kay Stilwell* of New Jersey requesting a roll call vote on Item 61.

Kay Stilwell: I would withdraw. Wait a minute. Mr. President, on Item 61, I would request a roll call vote by states.

President Harris: Yes, that is how it is done. It takes a one-third standing vote to get a roll call vote. All in favor . . . opposed . . . *the roll call request has been rejected.*

Item 63 has been withdrawn. And the maker of 64 has a change of two words. So I am going to call on Microphone 11, *Ellen Logue* of California for a correction in 64.

Ellen Logue: Item 64 is a substitute motion which changes the motion, so may I read the whole thing? "NEA, through the Standing Committee of Instruction and Professional Development and with the involvement of local and state associations, shall conduct as many workshops as the present budget allows to train members in appropriate techniques and processes to determine effective instructional materials.

"And further, based on the success of these workshops, future funding be sought for subsequent years' budgets."

President Harris: Now, I am going to ask you to reread it due to the fact that delegates do not have copies. Then we will find out if they would like to discuss it.

Ms. Logue: Okay. "NEA, through the Standing Committee of Instruction and Professional Development and with the involvement of local and state associations shall conduct as many

workshops as the present budget allows, to train members in appropriate techniques and processes to determine effective instructional materials.

"And further, based on the success of these workshops, future funding be sought in subsequent years' budgets."

President Harris. All right. If you wish to discuss this . . . opposed . . . *no discussion.* If you wish to adopt this . . . opposed . . . *it is defeated.*

We have a request for a roll call on Item 62, a standing one-third. I am sorry. There has been a request for a division on Item 64. So we have before us the item that was presented by *Ellen Logue* of California. It is requested that we stand if we are in favor of adopting her item. All in favor please stand . . . opposed . . . *it is defeated.*

Now we have a request for a roll call on Item 62. All in favor please stand . . . opposed . . . *the roll call is rejected.*

Item 65: "The National Education Association strongly supports Congressional Bill S. 1945 which authorizes the U.S. Commissioner of Education to make grants for teacher training, pilot and demonstration projects and comprehensive school programs concerned with nutrition education and nutrition related problems."

Shall we discuss it? All in favor . . . opposed . . . *no discussion.* If you would like to adopt it . . . opposed . . . *we have adopted it.*

Item 66: "A Minority Affairs Division shall be established at the national level for the purpose of developing multi-ethnic curriculum materials which reflect the dignity and worth of all people and to maximize the participation of all highly visible ethnic groups in the NEA."

Shall we debate this? All in favor . . . opposed . . . *we will not debate it.* If you wish to adopt it . . . opposed . . . *it is defeated.*

Item 67: "In recognition of over 50 years attendance at the NEA conventions and a lifetime dedicated to education, the NEA will pay all expenses incurred by *Verde White* of Kentucky for the 1976 NEA convention." (Loud applause) I don't think we need to talk about that. If you would like to do it . . . opposed . . . *it passes.*

(Practically 100 percent said "Aye.")

President Harris. There was a moving of chairs on the side of the auditorium that sounded like a response, and I hope no one misunderstood it for that. (Loud applause)

Item 68: "The NEA Executive Committee shall be directed to limit the NEA Representative Assembly to three business days and the business of the convention shall be limited to action items such as candidates' speeches, voting, discussion of proposed amendments, actions on resolutions, actions on new business, and action on the budget."

This item is out of order because the responsibilities for the annual meeting are specifically spelled out as duties of the president. (Applause)

Okay. We are having some complaints about people making floor amendments. Only the original maker of the motion has the right to offer a substitute for that motion. Therefore, if you have a substitute for a motion, you should come up to the table prior to our considering it.

Identify yourself as the maker of the motion and make the substitute at that point rather than offering a substitute motion from the floor.

Item Number 69: "NEA shall proceed with dispatch to achieve visible representation in the implementation of relevant program outcomes as developed by the International Women's Year Conference. In addition, NEA shall assure teacher representation at national conferences and International Women's Year commemorations which include education issues and encourage state affiliates to follow suit."

Shall we talk about that? All in favor . . . opposed . . . *no discussion.* All in favor . . . opposed . . . *it has failed.*

Item Number 70: "The united teaching profession shall continue to work for the ratification of the Equal Rights Amendment and, upon ratification, for the achievement of equality. Further, that no future NEA Representative Assemblies shall be held in states which have not ratified the Equal Rights Amendment." (Applause)

Those who wish to discuss this item . . . opposed . . . *no discussion.* Those who wish to adopt this item . . . opposed . . . *it is passed.* (Applause)

Item Number 71: "The NEA shall establish a Women's Concerns Advisory Council to advise NEA leadership regarding the implementation of NEA's commitment to women's rights."

Do you wish to talk about it? All in favor . . . opposed . . . *no discussion.* Do you wish to adopt it? All in favor . . . opposed . . . *it has failed.*

Item 72: "The NEA shall include in its Bicentennial Program recognition of the past contributions of women of all racial-ethnic groups and their potential for the future." Do you wish to talk about it? All in favor . . . opposed . . . *no discussion.* Do you wish to adopt it? All in favor . . . opposed . . . *it has carried.*

Okay. We have a problem. We adopted Item 70. Our next convention is scheduled for Florida. Contracts have been let; we have obligations there. Florida has not adopted the Equal Rights Amendment. (Applause and boos.) Therefore, now, it means simply this: If we carry this out as stated, it means we would pay for two conventions.

I am going to let someone who deals with the convention arrangements, et cetera, speak to that. After that, so that it doesn't sound like an effort on my part in order to make some arbitrary kinds of decisions, based on your feelings at that point, we will have to decide whether or not we want to exclude next year or whether or not we really want to pay for two conventions.

Executive Secretary Herndon: I am merely seeking some guidance to extend this inasmuch as we plan the conventions in pretty much a two-year time frame where we begin making commitments for the next one prior to this one. The matter in question is really one of whether this has an ex post facto effect. Is this saying to us, Go under the arrangements made for Miami, or Use this as a basis for selecting years in which we have not as yet made commitments?

Now, we don't have the files with us. I cannot tell you what all the commitments are, or how much the cost will be. But if it is your intent that it have that somewhat ex post facto effect so that we are to move out of the city of Miami, there will undoubtedly be some contracts that cannot be terminated and for which we will have to pay.

(Cries of "Move out.")

President Harris: Okay. Let me propose a procedure, please. I see some flags waving, and yet I would like to propose a procedure to see if your flags are still waving. If they are, then we will have to recognize them. The procedure that I would like to propose is that we divide the question on 70 and that we vote on the two separate parts in light of the information that we have received. Then, if we still have a problem, we will have to act accordingly.

Okay. That didn't stop the flags. Let's try Microphone 3 first. The flag seems to be waving the faster there.

Pat Houseman: Pat Houseman from Michigan. *President Harris,* I called in an amendment to this item to put in the words after "Further, that" in the third line — we proposed a comma saying "after 1976," comma "no future NEA Representative Assemblies shall be held" — (Applause). I did call in that amendment some time ago.

President Harris: May I ask you a question, please. Are you the maker of the motion?

Ms. Houseman: Yes, I am the maker of the motion.

President Harris: Okay, so we have our same dilemma. If prior to the Item's being presented, if we get that correction made, then it would eliminate this type of problem. We are going to have to accept your correction, so we would state that we were talking about after next year.

Ms. Houseman: Yes, sir.

President Harris: Okay. Does that stop your flag? All right. Let's try Microphone 7.

Eunice Waller: Eunice Waller, speaking as an individual from Connecticut. I requested a parliamentary inquiry a few minutes ago. I would like to make a motion now that we do change the procedure, and I have a second.

. . . *Motion* was seconded by *Ellen Wisser* of Connecticut.

Ms. Houseman: May I speak to it, Mr. President?

President Harris: You may speak. Why don't you let us get this matter off the floor, first?

Ms. Houseman: Well, it has a great deal of bearing on this matter, sir.

President Harris: But we are involved in a vote on the matter, and you would be breaking right into the middle of the matter before the issue was solved. I would prefer that we defer your procedural item until I dispose of this, if I may.

Ms. Houseman: Sir, I will graciously give up this microphone if you will promise me that one of my requests that has been in an hour up there will come next.

President Harris: All right. There is a flag still waving at Microphone 9.

Johnson Kaglia: Johnson Kaglia of New Jersey, a question of privilege. Mr. President, I hope I am not out of order in what I am going to say, but I think that the whole procedure that this Representative Assembly has been following lends itself to the dilemma we have found ourselves in. (Applause)

I know it is the last day of the convention. I know people want to rush to get here and there, but when we do things in a hasty manner—

President Harris: Sir, you are debating the rules under which we are operating. You are in precisely the same situation as the previous speaker. We have a matter before us, and the matter before us does not have to do with—

Mr. Kaglia: My question of privilege, Mr. President, is to move to reconsider the suspension of the rules that did not allow for the debate that we haven't been having. That has not been reconsidered and I believe that is in order.

President Harris: Sir, we have a matter before us. We are in the middle of a vote. The lady preceding you would be in order for the same type of action before you, and I would call on her just as soon as we have disposed of this matter, and then I would go to you next.

Mr. Kaglia: Thank you.

President Harris: All right. We still have a hand at Microphone 9.

Member: We were told for the next five years that the cities that the convention would be in had already ratified that amendment.

President Harris: Sir, you are debating the issue.

Member: I am talking to something that affects—

President Harris: Not now. We have Item Number 70 before us. There has been a new wording, the issue is divided. Okay, Microphone 17.

Pat Shoftegarden: *Pat Shoftegarden* from Ohio, point of order. I feel New Business Item Number 70 has passed, and that the debate that has been going on is out of order. (Applause)

President Harris: There has been a call for a division on this item that we have never had and—

(Cries of "No.")

President Harris: Let me let the House decide if they would like to have a division on this issue. All in favor . . . oppose . . . *the issue will not be divided*. (Applause)

We have before us Microphone 12.

Geri Young: *Geri Young*, Washington. Mr. President, as soon as you are finished with this item, I would like for you to go back to 64. I was the maker of the motion. The lady that made the change in my motion did not sign the petition nor did she have anything to do with it. I would like for you to take that matter up as soon as you are finished with Item Number 70.

President Harris: All right. We are holding your item, Item Number 64. We would still like to clear up Item Number 70.

Kent Gage: *Kent Gage*, Michigan, speaking as an individual. I would like to know the cost incurred by the NEA's moving the convention from Minneapolis to Chicago on nine months' notice. (Applause)

President Harris: I will get that for you just as soon as I can.

Executive Secretary Herndon: We don't have the data here necessary to make that computation, *Mr. Gage*. I would point out one factor. The city of Minneapolis agreed that they could not house us and it was a mutual decision to withdraw from the city. I can't give you the facts on what it cost, because we don't have the data here.

President Harris: Because Minneapolis recognized that they could not house the convention, it was not like our for some reason deciding to get out of the contract. Therefore it would be somewhat different.

We still will try to get the information, and I assure you it will be reported to you as soon I am aware of whatever that is.

Now, Microphone 11.

Bert Kafloris: *Bert Kafloris* of California, speaking as an individual. I did vote on the prevailing side. To make this legal I move that we reconsider Item 70. (Applause)

President Harris: There are about six requests present that we take a standing vote on this. It is not necessary that we reconsider in order to take a standing vote. We have done that many times this morning already. This is simply a standing vote to determine whether or not you want to accept or reject the item that is before us.

Microphone 2.

Mort Mondale: *Mort Mondale*, Minnesota. Mr. President, I understand there is some question as to why the convention was changed from Minneapolis to Chicago. Is that correct?

President Harris: Right.

Mr. Mondale: All right. Had the convention been held in Minneapolis, the facilities were apparently just barely adequate at that point. We were hoping for some expansion of facilities

that would have made a very comfortable convention for the delegates. The question raised on the floor, as I understand it, was that the nature of the contracts in the Minneapolis situation allowed the convention to move more easily than, say, with the Florida situation.

I am not privy to the information about the contracts, but it does seem to me that the time line under which they were broken was shorter than it would be under the Florida situation.

President Harris: It is true that the time line was shorter. That is not the question. The specific question dealt with how much cost did we incur as a result of this change. There are those who feel this is debatable and they don't want this information. Let's put the question.

The question before us is a standing vote on Item 70 with the wording that we have before us. I don't get what the unreadinesses are. Microphone 8—I will still have to find them.

Keith Zook: Keith Zook, Michigan. I would like to submit, sir, that the appropriate procedure is to reconsider Item 70, to clear up the dilemma that we are in with an amendment and then proceed. (Applause)

Legal Counsel Chanin: Let me walk through this a minute because I think you are going to end up discussing procedures the rest of the afternoon and you are never going to get into voting on substance.

What happened is this. There was a voice vote on Item 70 as it appeared printed. We went on to the next item because we were moving fairly quickly. There were about six requests that there be a standing vote on Item 70.

We had honored those in the past, even though we had moved ahead. We were trying to go back to 70 to take a division of the House, which can be requested by one member. At this point the original maker of the motion pointed out that we had not allowed her to change the printed item to say that it was not effective until after 1976.

Then there was discussion about changing location and things like that. But technically we are going back to 70 at the request of a member to take a standing vote, which we have not had heretofore. We did allow the maker of the motion to clarify that in the second sentence it says, "Further, after 1976," comma "that no future" et cetera. (Applause)

President Harris: Microphone 7.

Dave Geiger: Dave Geiger from Massachusetts, speaking as an individual. If someone on your staff could call Washington and find out how much money would be involved in moving from Minnesota to Chicago, I would be willing to pay for the call. (Applause)

President Harris: I am having problems getting the information that is requested. I am under the impression that the person at Microphone 7 wishes that we not deal with this until we get the information. Is that the desire? (Boos)

Mr. Geiger: Dave Geiger from Massachusetts, speaking as an individual. Mr. President, is it appropriate for us to pass this item just for a moment and let your staff provide us with the information we require and then come back to it at a future time?

President Harris: Are you aware that the data—

Mr. Geiger: Mr. President, we passed the item as it was written without the amendment or the substitution from the maker. I am confused.

President Harris: It doesn't weaken it; the only effect is that it would not apply for next year. I am going to let the House decide whether or not I ought to put it now or whether I ought to delay it until we have the information that you are requesting. In either event, we will be trying to get this information to you as soon as possible.

So the question that I would like to put to the House is, Shall we consider this matter now? If you vote Yes, then I would put it with the wording that has been suggested. Shall we put the matter at this time? All in favor . . . opposed . . . *we will put the matter at this time.*

It was indicated that you did not want to divide it. I will put the entire matter. It reads as follows: "The United Teaching Profession shall continue to work for the ratification of the Equal Rights Amendment, and, upon ratification for the achievement of equality. Further, that after 1976—"

(Cries of "No.")

President Harris: Let's just consider the amendment as to whether or not that ought to be added. We have before us just the amendment.

(Cries of "Debate.")

President Harris: If you would like to have the date "1976" included, so indicate by saying Aye; if you are opposed to this date, say No. All in favor . . . opposed . . . *it has passed.*

Now, for fear that somebody is going to call for a division, if you would like to have this date included, please stand . . . if you would not like to have the date included, please stand . . . *it has*

passed. We have before us the amended item. If you would like to discuss it as amended . . . opposed . . . *we will not discuss it.* Now for the vote on adoption. All in favor please stand . . . opposed . . . *it is adopted.* Now there is a request for a roll call vote on this item. It takes a standing one-third. All in favor . . . opposed . . . *it is defeated.*

We will still get the information if it is possible and we will get it to you as soon as we can.

It is requested that all members of the Budget Committee come to the stage area.

Microphone 7, *Eunice Waller.*

Eunice Waller: Eunice Waller from Connecticut, speaking as an individual. I am going to use one of my five requests up there. Do you, sir, and your people up there, have it worked out what procedure we are going to follow? May I speak after you answer?

President Harris: What procedure we are going to follow for what?

Ms. Waller: For the rest of the afternoon.

President Harris: For the remainder of the New Business Items, I would assume that we would proceed as we are unless the House decided to do otherwise.

Ms. Waller: Well, sir, let me tell you why I am asking this. I voted Yes on a question that said you would read the motions and read the amendments. Then later we took a subsequent vote that said we would not break for lunch. I have been contending for an hour that that second vote had a great deal of bearing on the first vote that I took, and I never could get an answer to my inquiry.

If we were answering those inquiries up there on time, we would not have had to spend this past hour discovering a very big mistake we were about to make, simply because the people are going out to lunch. When we come back half of our life could be voted away before we get the answer to our question.

I contend we have a bottleneck up there some place. If you could answer the questions, I could certainly be an intelligent voter.

President Harris: We point d out that there is a table down front where you can receive answers to questions. I encourage those people with points of information first to try here at the tables to see if they can get answers to their questions, so let's move on.

If the table is unable to answer the question, then come up and bring it to the floor. We have a long list of points of information. I made a talk about that. I am sure we could have 20 people probably stand, but they are in precisely the same dilemma that you are. We have to get on with points of information, or we have to get on with the business of the House. It is a matter of choice at this point.

Ms. Waller: Mr. President, I don't want to debate with you. I want to just plead with this body that if we are going to vote on very important New Business Items, we ought to be able to at least ask a question. If we had had answers to questions on Item Number 70, we wouldn't have had to spend all of this time reconsidering this.

I am simply asking that at least we be able to ask a question. If it is out of order, declare us out of order. If the answer is simple, answer the question. I tried the table. I got no answer, sir.

President Harris: Microphone 5.

Matt Withem: speaking from Wyoming, speaking as an individual. I would like to move to reconsider Item Number 33, so that *John Ryor* of Michigan may speak to it. I voted on the prevailing side, sir.

. . . *Motion* was seconded by *Carl Aisenbrey* of Wyoming.

President Harris: Okay. To follow the same procedure, I am going to now ask you, Shall we debate the reconsideration? There has been a request for reconsideration. All in favor . . . opposed . . . *there shall be no debate.* I will put the question as to whether or not we should reconsider. Shall we consider the New Business Item 33? All those in favor, . . . those who are opposed . . . All those who wish to reconsider Item Number 33, please stand . . . All right, would you be seated, please? those who are opposed . . . *the question of reconsideration has been defeated.*

We have about ten requests for reconsideration. I would like to go through those ten requests. Microphone 17, *Charles Barney* of Ohio wishes to reconsider Item 70. Shall we debate the reconsideration of Item 70? All in favor . . . opposed . . . *we do not debate it.* Shall we reconsider Item 70? All in favor . . . opposed . . . *it fails.*

We have a request at Microphone 8 from *Herschel Irons.* He wishes us to reconsider Item 37. Shall we debate the reconsideration of Item 37? All in favor . . . opposed . . . *we will not debate it.* Shall we reconsider Item 37? All in favor . . . opposed . . . *it is defeated.*

Keith Geiger at Microphone 3.

Keith Geiger: Mr. President, I request a roll call vote on Item Number 33.

President Harris: This requires a standing one-third vote. All in favor . . . opposed . . . *it is defeated.*

Shall we reconsider Item 39 is the question. Would you like to discuss the reconsideration of Item 39? All in favor . . . opposed . . . *we shall not reconsider that item.*

We have a request from Microphone 12. *Ed Smith* of Pennsylvania, speaking for the delegation, who wishes to reconsider Item Number 47. Shall we discuss the reconsideration of Item Number 47? All in favor . . . opposed . . . *we will not discuss it.*

Shall we reconsider Item 47? All in favor . . . opposed . . . *we will not reconsider 47.*

All right. This brings us to Item 64. We have a special problem with Item 64. We understood *Ellen Logue* to be the maker of the motion. We later understood she was not the maker of the motion. Therefore, we accepted the wording that she offered on that basis.

Geri Young of Washington, at Microphone 12, wishes to speak to Item Number 64 with a request for reconsideration. Shall we discuss the reconsideration?

Geri Young: I want to discuss the original motion. It is not a reconsideration. I want to discuss the original motion as was printed. The motion that you reconsidered was not the original motion. I would like to have the original motion acted upon.

President Harris: I am going to, on the basis of a simple majority, ask whether or not we should, in light of the comments that have been made, go back to Item Number 64 as printed. The item as we acted upon it was defeated and so that is not a problem. Shall we go back to the item as printed?

All in favor . . . opposed . . . *we will go back to Item 64.*

I am going to treat it just the same as we have been treating the other items. Would you like to discuss Item 64?

Ms. Young: I believe I turned in an editorial change, Mr. President, beforehand. Could you mention that, please.

President Harris: All right. Would you tell us your editorial change, please, at Microphone 12.

Ms. Young: On line 1 "more" had been deleted and "regional" was added. On line 2, between "selecting materials" we have "educational materials." That was all.

President Harris: We have the item as follows: "NEA shall conduct regional workshops to train members in the appropriate techniques to use in selecting educational materials. Decisions on school learning experiences are best made by NEA members knowledgeable in the process in determining quality and effective instructional materials."

Would you like to talk about this? All in favor . . . opposed . . . *we will not talk about it.* Would you like to adopt the material as presented? All in favor . . . opposed . . . *I rule that it has passed.*

May I have your attention, please. At Microphone 9, *Gerald Garland* of Colorado, as an individual, wishes to appeal the decision of the Chair on Item 33 in declaring that there was not a one-third standing on the request for a roll call.

Shall the Chair be sustained?

Gerald Garland: Mr. Chairman.

President Harris: Yes.

Mr. Garland: This is *Gerald Garland* of Colorado. Our concern is that there was not a one-third—

President Harris: I understand that. I would like to put that to the House, and the House will decide whether or not the Chair would be sustained in that decision. The question is, Shall the Chair be sustained? All in favor . . . opposed . . . *the Chair has been sustained.*

Okay. Now, we have a question as to what we did on Item 70. They are appealing the decision of the Chair in allowing action on 70, and I am not sure what is meant by that. I am going to call on *Johnson Kaglia* of New Jersey, speaking as an individual, at Microphone 9.

Johnson Kaglia: Mr. President, *Johnson Kaglia,* New Jersey. I do this to clear up any confusion on the matter. I support the decision of the Chair. I appeal it so that there can be no mistake on what this body has adopted. That is why I asked that the decision be appealed, and I am asking that it be sustained.

President Harris: All right. Shall the decision of the Chair be sustained on Item Number 70? All in favor . . . opposed . . . *the Chair has been sustained.*

All right. We are on Item Number 73. *Alice Coppenberger,* Microphone 8.

Alice Coppenberger: The new wording is, "The NEA shall allocate a proportionate percent

of the budget items for the leadership academy and all other leadership training programs to be used for training women. This percentage shall reflect the 50-percent goal of the NEA affirmative action plan."

President Harris: Since the delegates do not have it, I am going to ask you to repeat it.

Ms. Coppenberger: It is the addition of a sentence at the end: "This percentage shall reflect the 50-percent goal of the NEA affirmative action plan."

President Harris: Do you wish to talk about this? All in favor . . . opposed . . . *we will not talk about it*. Do you wish to adopt this item? All in favor . . . opposed . . . *it is defeated*.

Item Number 74: "The NEA shall develop training programs and materials for NEA staff and management, state affiliate staff and management, and UniServ staff dealing with equal employment opportunity requirements and methodology, the use of collective bargaining for preventing and remediating discrimination, Title IX, and affirmative action. Existing training programs for leadership and/or staff must include women's concerns."

Do you wish to talk about it? All in favor . . . opposed . . . *we will not talk about it*. Do you wish to adopt this? All in favor . . . opposed . . . *it has passed*.

The original makers are offering the following editorial change to Item Number 75: "NEA shall commemorate International Women's Year by securing funds for a conference of state women's task forces and other groups within the united teaching profession which are concerned with women of all racial and ethnic groups; or that NEA utilize the annual Human Relations Conference in February 1976 to commemorate the Year of the Women."

Do you wish to talk about this? All in favor . . . opposed . . . *no discussion*. Do you wish to adopt it? All in favor . . . opposed . . . *it is defeated*.

Okay, Item Number 76 is out of order because the president establishes the agenda for the Representative Assembly.

Item Number 77: "The Code of Ethics of the Education Profession is a statement of the internal policies of the NEA and its affiliates and is inappropriate for inclusion, in whole or in part, in any external document. NEA urges its affiliates (1) not to include in any collective bargaining agreement any provision requiring adherence to the Code of Ethics; (2) to resist efforts to incorporate any provision of the Code of Ethics in individual teaching contracts or certification laws or regulations; and (3) to otherwise avoid application of the Code against their members outside of the disciplinary procedures specifically authorized by NEA or its affiliates."

Do you wish to discuss it? All in favor . . . opposed . . . *no discussion*. Do you wish to adopt it? All in favor . . . opposed . . . *it has been adopted*.

Item 78 has been withdrawn. Item Number 79 reads as follows: "In order to assure a reasonable amount of job security to homosexuals in the teaching profession, NEA pledges to defend homosexuals dismissed from educational positions when that dismissal is based on sexual orientation only and not on proven criminal charges, job incompetency, or other just reasons not related to sexual orientation."

Now, this question does have some legal implications, and I am going to ask our legal staff to comment on it.

Legal Counsel Chanin: Our primary legal concern stems from the phrase "proven criminal charges," which appears in line 5. As the New Business Item is worded, it now implies that a proven criminal charge would be an acceptable basis for teacher dismissal.

That is contrary to the NEA's position. We do not accept the fact that a proven criminal charge is a basis for a teacher to be discharged unless that criminal offense relates to teacher performance. A conviction of violating an injunction in a strike in many states is a proven criminal charge.

If the reference to criminal charges were deleted from that proposed New Business Item, it would then bring it into compliance with the legal position we have been taking.

President Harris: Shall we talk about Item Number 79? All in favor . . . opposed . . . *no debate*. Would you like to adopt Item 79? All in favor . . . opposed . . . *it has been rejected*.

We have before us Item Number 80: "In order to comply with the requirements of Bylaw 3.1, the Credentials Committee should include in its report given at the First Business Session a listing of those states in compliance and not in compliance with all criteria established for seating of delegates."

Do you wish to discuss that? All in favor . . . opposed . . . *no debate*. Do you wish to adopt it? All in favor . . . opposed . . . *it has passed*.

I have a question, just so that this does not come up again, to reconsider Resolution 75-25.

If you will recall on yesterday when we were dealing with these at the close of our actions on them, someone moved that we reconsider the bulk of them. That was rejected, which eliminated the opportunity for reconsideration of individual resolutions. Therefore, this question is out of order.

We have completed the New Business Items. We are still getting requests to break for lunch. I would like to make a comment. We are somewhat ahead of schedule. (Applause) I would like to take some points of personal privilege, and then I would like to reconsider the matter of a lunch break. You will have to make that decision. Shall we recess for an hour? All in favor . . . opposed . . . *we shall not recess*.

We have a long list of requests for information and points of privilege. We are going to assume that these had to do with the matters under consideration. If your matter has not yet been addressed and it did not relate to those items, we are asking that you phrase it in again. If it is clearly marked as a point of personal privilege, we will hold it and we will get to it.

We now have the presentation of the 1975-76 budget for action of the Representative Assembly. To present the document, the Chair recognizes *John McGarigal*, chairperson of the Committee on Program and Budget, who will present the budget to us.

Treasurer John T. McGarigal: President Harris—

President Harris: Just a moment. We have a request to reconsider all items that have been acted upon where reconsideration has not been requested. The effect of this would be to let us really know where we are as far as the agenda is concerned. If such request is voted down by this body, then all actions to this point would be final and would not come up for reconsideration at a later time.

All in favor of reconsidering all items that have not had a request for reconsideration to this point . . . opposed . . . *the reconsideration is denied. Mr. McGarigal.*

Treasurer McGarigal: Thank you, *President Harris. John McGarigal*, treasurer, chairman of the Committee on Program and Budget. *President Harris*, fellow delegates to the 1975 Representative Assembly, the budget document presented to you yesterday outlines the process through which the budget is developed.

I am pleased at this time to introduce to you the Program and Budget Committee for 1974-75.

Elected by the Board of Directors: *Merlyn "Pete" Smith*, vice-chairperson and NEA director from Oregon (applause); *Connie Jackson*, NEA director from Michigan (applause); *Tony Butler*, NEA director from Alabama (applause); *Lloyd May*, NEA director from Kentucky (applause).

Representing the Executive Committee was *Senator Oliver Ocasek* from Ohio. (Applause)

By virtue of office, our vice-president, *Willard McGuire*, from Minnesota. (Applause)

The nonvoting members of the Program and Budget Committee are as follows: *Joan Skinner*, president of the Student NEA (applause); *Neil Sands*, Higher Education representative (applause); and *Mary Christian*, representative of the Committee on Planning and Organizational Development and NEA director from Michigan. (Applause)

Our staff contact for the Committee is *Michael Dunn*, the assistant executive secretary for administration.

The document that you have before you has been changed from the preliminary budget that was distributed as of May 15. These changes were necessary to reflect the unification of the great state of Texas. (Applause) Those changes, amounting to $945,000, were presented at the Open Hearing on Budget. May I say that the Open Hearing on Budget held earlier in this convention was one of the best attended that we have had in the many years of my memory.

Your Committee stands ready to explain any changes or any other questions that you may have. For those of you that have the budget before you, I would ask that you turn to the preface, pages 2 and 3. I would indicate to you that the budget presented to you today represents a total amount of $41.7 million.

The increase projected over the present budget in excess of $5 million represents a 13.9 percent increase. Rather than read to you, I would call to your attention that on page 2 we list for you the most significant changes that brought about increase.

Continuing on page 3, there was much discussion in the many sessions that I attended of preconvention caucuses of states and regional advisory council meetings, with regard to the anticipated surplus that we would experience at the close of this fiscal year due to a greatly increased income over that which we have projected. This was as the result of a great increase in membership.

The Program and Budget Committee, in discussing this, has made recommendations in the proposed budget that two very important items be funded from this surplus. One deals with the contingency amount which, as you know, was mandated in our new document that becomes effective on September 1 that calls for us to provide for a 2 percent of the budget contingency.

Simple multiplication would indicate that this would be in excess of $800,000. We are so recommending that this be accomplished to provide or to take care of the mandate of the Bylaw.

In addition, we did not budget for an amount necessary to pay the expenses of the National Education Association's hosting the WCOTP—the World Conference of Organizations of the Teaching Profession—whose conference will be held in the United States in the early summer of 1976.

These two items will be funded, as indicated in the preface, out of the surplus that was realized.

President Harris, on behalf of the NEA Board of Directors, I am pleased to move the adoption of the recommended 1975-76 program budget as presented to this Representative Assembly yesterday in the amount of $41,742,000. I have a second from *Pete Smith* of Oregon. . . . *Motion* was seconded by *Pete Smith* of Oregon.

President Harris: The motion has been moved and seconded from the Budget Committee. We now have it before us for discussion. Microphone 2, *Al Provo* of Minnesota, point of information.

Al Provo: Al Provo, Minnesota, actually two points of information. One concerns the amount of $785,000 or $800,000 as mentioned. Has this been checked out to be legal that we do not have to put that amount in the budget?

The second point deals with the Permanent Fund transfer and the question of the new fund, that capital outlay or Capital Fund, is that effective then on the budget?

Treasurer McGarigal: First of all, *Mr. Provo*, let me respond to the first part of that question with regard to the general reserve. In the past budget the Program and Budget Committee did make provisions for a general reserve in excess of $700,000.

You question was whether this was legal or not. Yes, this is perfectly in order.

The second part of that is that our Bylaw mandates two things: (1) a contingency fund of 2 percent, which must become effective September 1, which we are providing for as recommended in the budget document; (2) your Bylaws and Constitution require that we have a cash reserve account now, as a result of the action by this body yesterday, of 5 percent.

However, that does not become effective until September 1, 1980.

Mr. Provo: Thank you, *Mr. McGarigal*.

Treasurer McGarigal: Now, please, *Mr. Provo*, if you would restate the second part of your question.

Mr. Provo: The second part dealt with the Permanent Fund transfer to the General Fund and what the capital expenditure—

Treasurer McGarigal: Yes, the Bylaw that becomes inoperative on September 1 in effect eliminates the Permanent Fund and replaces it by a capital improvement fund. On September 1, the appropriate accounting of bookkeeping entries will be made to do several things: (1) to eliminate the deficit that now, or the figure rather that now, exists between the Permanent Fund and the General Fund by transferring those, and as such eliminating them; and (2) to establish a capital improvement fund that will be made up of our land, buildings, and permanent investments as stated in the Bylaw.

Mr. Provo: Thank you.

Treasurer McGarigal: You are welcome.

President Harris: Microphone 2, *Dick Woodruff* of California, a point of information.

Dick Woodruff: Dick Woodruff, California, speaking as an individual. I am referring to page 24, the summary of governance expenditures under the item on Executive Committee, Numbers 4, 5 and 6, executive officer salaries and fringe benefits, living allowances.

I don't quite understand the dramatic increase there, and I am wondering if you would explain that, sir.

Treasurer McGarigal: I would be most happy to.

President Harris: Before you do, *Mr. McGarigal*, I would like to see if we can get the room a little bit quieter. *Mr. McGarigal*.

Treasurer McGarigal: Thank you. In response to the question that was just asked on page 24, under Executive Committee, Items 4 and 5 and 6—did you add, sir?

Mr. Woodruff: Yes, those three figures.

Treasurer McGarigal: Right. Under the new Bylaws that will become effective and then in the transition schedules, the Board was directed to establish the salaries for the executive officers of this Association. They would be the president, the vice-president, and the secretary-treasurer.

As you know, at a time in our history when the president became a full-time position, the Board took action to assess a salary for that person. A few years ago, when the vice-president, or at that time the president-elect position became full time, action was taken to establish the salary.

Now you will have three full-time executive officers. A committee did meet, did discuss, thoroughly investigated and studied and presented their findings to the Board for action in three different parts. Are you asking for specific amounts?

Mr. Woodruff: Yes, please.

Treasurer McGarigal: By Board policy, the salary for the president of this Association has been set as of September 1 at $50,000; the vice-president and the secretary-treasurer, $35,000. A second action was taken that would establish for these executive officers a fringe benefit packet in the amount of 20 percent of their respective salaries.

The third stage of that was the establishment of a policy to allow a living allowance since all three of these officers maintain homes in their home states and also have to maintain living conditions in the area of the Headquarters. They further established a 20 percent limit on the living allowance for officers.

So a simple mathematical process gives you the total answers.

Mr. Woodruff: Thank you very much.

Treasurer McGarigal: You are welcome.

President Harris: Microphone 13, *Charles Moses* of West Virginia, point of order.

Charles Moses: Charles Moses, president-elect of the West Virginia Education Association, speaking on behalf of the delegation. I understand that somewhere in the Executive Committee budget there is an allowance for clothing and luggage. Would you explain where that is and how much that will be.

Treasurer McGarigal: On page 24, under the Executive Committee, Line Item Number 6, action taken by the Board of Directors established a policy whereby a clothing and luggage allowance would be available to the six members of the Executive Committee in the amount of $1,000 per person.

This allowance does not go to the executive officer, only to the six elected members of the Executive Committee. In addition to that, when the budget was put together, we had to project the possibility of having at-large elections, and so provision was made for an additional amount should we have to have at-large elections at this RA.

Mr. Moses: Thank you.

Treasurer McGarigal: I should bring to your attention that the salaries and these living allowances, the fringe benefits, and the clothing allowance are all taxable income to the individuals.

President Harris: Microphone 18, *Jerry Matthews* of Maryland, as an individual.

Jerry Matthews: Mr. Chairman, I yield to *Beth Nelson* of the state of Virginia, Microphone 10.

President Harris: Microphone 10, please.

Beth Nelson: Thank you, Mr. President. I will read the motion to amend with a deletion and substitution to which the seconder has agreed. Copies of the amended motion have been sent to the podium. I move to amend the NEA budget by designating up to $50,000 for interstate political education from the $147,304 for personnel costs relative to political education.

This comes from Subobjective 3.2, pages 102 and 10[illegible] of the bound budget. In order to qualify for these funds, the state must do two things: (1) The state would submit an application accompanied by an outline of their plan for interstate political education. (2) They would allocate an amount of funds equal to that received from NEA.

The NEA will allocate the funds on a pro rata basis according to the number of delegates to which each state is entitled for the 1975 NEA convention.

I have a second at Microphone 11. I would like to speak to the motion, Mr. President.

. . . *Motion* was seconded by *Ellen Logue* of California.

President Harris: You may speak to your motion.

Ms. Nelson: Thank you. This amendment, you will note, neither takes from or adds to the

budget. Neither does it shift money from one goal area or objective to another. It does, however, provide incentive and encouragement for states to plan and implement political education programs within the goal area for which the money was allocated.

Working through the state governmental relations division and utilizing the local UniServ staff will ensure the most efficient use of the money for political education and the fulfillment of the four NEA objectives under the goal area of significant legislative support for public education.

We urge support of this budget area modification. It will help us achieve our political objectives. We intend to make a difference on the political scene next year, and this is the way to do it. You will note that approximately $100,000 would still be left for NEA personnel costs, $52,000 for travel.

We all know that the closer to home we keep the dollar, the less we have to pay for the mileage we get from it.

President Harris: There are no requests to speak to this amendment.

Treasurer McGarigal: President Harris, a careful analysis of the problem presented brings to our light some complications. I would like to ask our executive secretary to respond to these in the absence of *Senator Ocasek* who ordinarily would handle this part of the budget. *Mr. Herndon*, if you would, please.

Executive Secretary Herndon: I am not certain exactly what is expected except perhaps some assessment of the impact. The program—as defined, 3.2—as it was adopted would include four professional staff people and one-half of a secretarial person.

The product that we anticipate that staff will generate are written records of voting records, attitudes and actions of Representatives and Senators, disseminated to members and affiliates; the identification of state and congressional political targets; 3,000 trained members prepared to work for election of Association-supported candidates.

Now, if we have to reduce the staff by one and a half people—this is approximately what would be involved, there would have to be commensurate adjustments in the products unless we assumed that this cash grant program to the states could somehow replace the staff.

But I think we would have to assume that if that were the case, there would be no consultants or other personnel available from NEA to help in the execution of these training programs. Now, if I understand the formula, the average grant to a state would be a thousand dollars, but that would vary greatly from much less than a thousand to much more. We would simply not have the human resources to assist in the execution of the program to be financed.

Treasurer McGarigal: Thank you, Terry.

Ms. Nelson: I would like to respond, Mr. President.

President Harris: You may.

Ms. Nelson: Mr. President, according to what we have in our hand, we feel that the staff at the local level could best use this money, and we would also be able to call upon the staff that is available at the NEA. If you are as understaffed at the NEA as we are in the Virginia Education Association, you will find something for those people to do.

The one thing that we would say—it may be a small grant, but a hundred dollars or a thousand dollars will go a long ways to help Virginia in a political education program.

President Harris: If there are no further requests—Microphone 11, *Ellen Logue* of California, speaking on the amendment.

Ellen Logue: As the seconder, I would like to defer to *Jerry Matthews* at Microphone 18, if I may.

President Harris: Microphone 18.

Mr. Matthews: Mr. President, we have tried for a long time to establish efficient political action programs, ones reflective of the needs of the membership to become more politically involved. We are asking this budget to be shifted ever so slightly in the personnel cost category so that there will be a state project in political education.

We are not attempting to do away with the jobs of anyone, but I am quite sure, as the previous speaker said, that the NEA will be able to make out quite adequately with reduced funds for personnel in this category.

President Harris: Microphone 15, *Auguste King* of New York, speaking as an individual.

Auguste King: Mr. Chairman, I was going to speak on the main motion and not on the amendment.

President Harris: We have no further requests to speak on the amendment. Therefore, I am going to put the question. All in favor . . . opposed . . . *the amendment is defeated.*

Microphone 18, *Joanne Pitzer* of Maryland, as an individual, is the next one in line on the main motion.

Joanne Pitzer: Mr. President, *Joanne Pitzer*, delegate from Maryland, moves to close debate on the budget. (Applause)

President Harris: This is a move to close debate on the budget. All in favor . . . opposed . . . *debate on the budget is closed.* Now the vote on the budget. All in favor . . . opposed . . . *we have adopted the budget.* (Applause)

Treasurer McGarigal: Thank you, Mr. President.

President Harris: Microphone 4, *Frank Totten* of New Jersey, speaking as an individual.

Frank K. Totten: Mr. President, fellow delegates, this particular Representative Assembly best symbolizes the changes that our new Constitution is bringing to the Association. For the first time in our history, we have had a president who was also a candidate for the presidency.

Jim Harris faced excruciating demands as a presiding officer and equally excruciating demands as a candidate. He has met both these demands to the very limits of his endurance. When *President Harris*, while presiding, learned the results of the election, his duties as the presiding officer were at the most taxing and have remained so throughout.

That he continues—(Standing ovation)

President Harris: Thank you very much, I appreciate it. Microphone 15, *Billye Pope* of Kentucky, question of privilege. We are going to get through as many of these points as we can.

Billye Pope: Mr. President, *Billye Pope*, speaking for the delegation of Kentucky. We wish to thank the Representative Assembly for the gracious action they took in relation to our "*Miss Verdi*," indicating to us that she is now the NEA's "*Miss Verdi*." Thank you very much. (Applause)

President Harris: Microphone 13.

Julia Mason: Mr. President, I am *Julia Mason*, president, speaking for the Arizona delegation. The Arizona delegation would like to commend the NEA Convention Committee, the NEA Elections Committee, and the host state of California for its excellent transportation system, its streamlined voting procedure, and child care facilities. We thank you very much. (Applause)

President Harris: John Skinner of the Student NEA, from Arkansas, speaking for the delegation.

John Skinner: On behalf of the Student NEA and its members, I would like to thank you for your inspiring efforts on behalf of this nation's children and teachers. As a small token of this appreciation, we would like to present you with a special symbol of the united teaching profession.

Mr. Harris, thank you. We will always remember what you have done for all of us. (Applause)

President Harris: Thank you. Microphone 2, *Pat Romberg* of Minnesota.

Now, we are at that time where we will introduce some special guests and our new officers. The officers who will assume their responsibilities on September 1 are the members of the Executive Committee. First, we have *Lauri Wynn* of Wisconsin. (Applause)

Member: President Harris.

President Harris: Okay. I am sorry, I am going to—there is a slight change, a slight misunderstanding, evidently. Evidently, *Ms. Wynn* is not present. Yes.

Member: Would you like to hold?

President Harris: I guess all of the officers are not on stage, and I thought they were. If somebody does not show *Mr. Ryor* to a seat, we are going to call him "Johnny Come Lately." (Laughter)

Okay. I am waiting for all of those people who should be on stage and are not on stage. That includes all the newly elected officers and their spouses and campaign managers. We will be ready to go in just a minute, I am sure.

First, let me introduce my family. (Applause) First, my mother, *Ms. Gertrude Harris*. Would you stand, Mom? (Rising applause) The one in the blue is my mother. Next, my wife, *Jackie Harris*. I am going to ask my wife and my sons to come up if you would. (Applause) I think most of you know them by now.

Then I have my brother present, *Edward Harris*. Would you stand? (Applause) And my sisters, *Delores Danforth*, *Patricia Harris*, *Nancy Robinson*. (Applause)

Now, your officers who will assume their responsibilities on September 1: members of the Executive Committee.

Walt Galvin: Excuse me, Mr. President, a point of personal privilege. May I have the microphone, please? The first thing I would like to do is ask *Jackie Harris* to come to the podium, please.

On behalf of the Iowa delegation—watch it—they are beautiful roses, but at the other end they are kind of sticky. They personalize the feelings we have for you personally. To *Jackie Harris*, this beautiful bouquet of roses; *Jackie Harris*, a teacher in Des Moines, Iowa.

And now, Mr. President, or Jim as we know you, I have to admit that I do not have a present to give you. It is not that we don't want to give you a present, but we didn't think you wanted a dozen roses. We don't have an inscribed plaque; we don't even have a gold toothpick with your name on it.

The reason we don't have a tangible gift to give you is that very honestly, as confident as we are in Iowa, we had no intention that this would be the conclusion of your presidency. We may be naive, but we are confident. With all due respect to *John Ryor*, we still think the delegates made a mistake.

But I want the delegates to know, and you, particularly, Jim, that there will be a tangible gift, one that really reflects our feelings about you and your career of the presidency. We have already begun preparations for the creation of that and we will be presenting it before the summer is over back in Iowa, so you know that that is coming.

Certainly, we in Iowa recognize *Jim Harris* as a great leader. I am not going to take the time to give you a whole litany of things which show why we feel that way, because I recognize that you agree with us. We think of him as a great leader. We also think of him and know fully well that he is a great teacher. Not always are leaders in our profession equally good in the classroom.

If Jim does decide to come back, there will be a number of people who will be most pleased. The faculty, the students of Callahan Junior High School in Des Moines, Iowa, and—believe it or not—even the principal will be glad to have Jim back.

If he comes back to Des Moines to teach, we are all in Des Moines going to be the better for it. We know him as a leader; we know him as a great teacher; most of all, we appreciate him as a human being. The one thing that has always epitomized his career in the classroom and as a leader is that whatever he has done, he has done for kids, not for personal power and never his own career in mind.

You can think about those things which he has pushed in his career as president. It has been kids at the bottom of it. We know him as those three things: as leader, as teacher, as a fine human being.

So, though we have nothing to offer at this point that is tangible, on behalf of all Iowa and, I hope, of all those outside of Iowa, I would like to offer symbolically your handshake to Jim. As I do it, I would add my own personal thank you, Jim, for letting me be your friend. (Rising loud applause)

President Harris: Thank you. Thank you very much. Thank you. That is enough. Thanks. I think Walt should not be making apologies whatsoever for not having a tangible gift, because Iowans have given to me constantly as long as I have been a part of Iowa. I appreciate it tremendously. Honestly, Walt, if you had given me a dozen roses, I would be feeling like a blooming idiot.

Steve Edwards asked to be next and honestly I don't know whether these folks ought to be recognized or not, because I don't know what they have in mind.

Steve Edwards: Thank you, *President Harris*. On behalf of the teachers of California and especially those present today in this California delegation, we would like to present to you, *President Harris*, and to your very charming and lovable, faithful wife, Jackie, a memento in appreciation for what you have given this Association.

There are two gifts here, and I feel it is necessary for me to say this, because I believe it is important. The small box is for you, *President Harris*, and the large one is for Jackie. I suppose, Jim, the most significant thing about you that I can think of as a personal friend and certainly as president of this Association is the fact that you have always answered the clarion call of the bugle; you have always been superb in your effort to serve as you saw your duty. We could ask for no more. (Applause)

Some of you have been around for a number of years. You have run for elective office, and you have not always won. It is difficult to lose and still be gracious. But, *President Harris*, you have shown the aplomb and the true mark of a superb human being today that all of us must admire. (Rising applause)

In my opinion and I don't know your chronological age—you are a very young man—you have a great deal to offer. One of the greatest teachers I ever had was a coach. Once upon a time he said something that stuck with me. I imagine it was a paraphrase from something that was written long, long ago, but he said, "Our greatest glory lies not in never falling, but how fast you can get on your feet and get going again."

I am sure you will do that, *President Jim*. (Applause)

Finally, I would say something to your critics and I am sure yours have been many, not because you have been wrong, but because you have been in a position of prominence where the critics are most vitriolic at times. They say to us, Why don't we do something for children? So I would say, *President Jim*, in closing, a little something that I read long, long ago and happened to remember.

If I were standing to be judged before that mighty throne,
Where I could hear the righteous sing and hear the sinners moan,
I'd want no greater advocate to make my plea
Than just some child who'd say, "Gee, he did a lot for me."

(Applause)

President Harris: I will proceed to introduce the Executive Committee. First, we have *Lauri Wynn* of Wisconsin, her campaign chairman, *Don McCullogh*.

Indian Member: I have a point of personal privilege now. Thank you. There can be no gift to *President Jim* for what he has done for Indian education this year, but we do have a memento. As the leadership changes, as it should, the leadership among the First American Caucus has also changed.

Carol Downing is now our new leader and we have a *President John Ryor* to lead us and this awesome body into next year in Indian education. We appreciate all that has been done, and in memory of this, we would like to present you with a small token for the gift that you have given us.

(Whereupon presentation of a necklace was made.)

Carol Downing: In an effort to continue our relationship and our working with NEA, I want to make a small gift to *President John*. I will present this to you, John.

(Whereupon presentation of a necklace was made to *Incoming President John Ryor*.)

(Several Indian teachers shook hands with *President Harris*.)

Member: Mr. President, the Oklahoma delegation would like to make a presentation to you and to the newly elected officers, in appreciation of your efforts and a good wish for the year to come. For all of our new officers, if they would stand, please. *Ruth Thompson* of the First American Caucus made these for you. We hope you will cherish them as we do, and best of luck to all of you.

(Whereupon presentation of necklaces to *President Harris* and *Incoming President John Ryor* was made, followed by applause.)

President Harris: I think you delegates can see why I hurried through the other part of the business. I kind of like this.

E. B. Palmer: Jim, you have done an outstanding job as president of the National Education Association. You have been one of the presidents that has achieved most for the Association. You have been the president who has achieved more legislation and moved the NEA further than any president in the history of the National Education Association. (Applause)

Your outstanding work for all the members, and the minority members included, made the members of the Official Black Caucus direct me and privileged me as chairman, at least until the ballots are counted, to present to you this plaque for your contribution. It's inscribed this way: "A tribute to *James A. Harris*, president, for loyal, dedicated and outstanding service to the National Education Association from the Official Black Caucus, NEA, July 8, 1975, Los Angeles."

One of the staff members working under you, *Samuel Ethridge*, recently announced his intent to step down from his present position. To him also will such a contribution be made.

Jim, North Carolina wants you, if no other state does. Thank you. (Applause)

President Harris: I hope the ushers will check and see if there is anybody else standing down there that wants to—

John Skinner: I told you we had something for you, and here it is.

President Harris: I am sorry you can't see this. It is exquisite. It is an NEA pin set with a little diamond. (Applause)

What I will do as I call the names of these Executive Committee members is to have them introduce their guests. *Lauri Wynn*, if there are people present with you that ought to be introduced, would you do that, please. (Applause)

Lauri Wynn: Hello, I thank all of you for helping me do it—and the state of Wisconsin, who has a group that is really quite something. I would like to thank them, too. I would like to thank all of my five children whom I really forgot to tell I won, and I will tell them. And my family. Then I would like to introduce to you some people who really managed to go in the length of time that we were here, to use 78 gallons of gas and to go some 1,200 miles to get to some 28 state delegates.

We really do thank you for the hospitality that you extended to us. I have here *Monica McCauley*, who is the person that routed me on all the places I belonged, and who pushed me and who is treasurer of the Wisconsin Education Association Council.

And then a person very dear to my heart, *Don McCullogh*, a teacher from Wisconsin who was my campaign manager, and I think really did quite a job. *Mr. McCullogh*. (Applause) *Jim Schuemann*, who is a neophyte to this convention, who is a person in charge of the money and who really has done a fantastic amount of everything on nothing. Thank you very much.

Don McCullogh: *President Harris*, delegates, on behalf of the teachers of Wisconsin, and on behalf of those people who have a need to hear it like it is—Lauri, I would like to present to you a token of our love, our respect, and our esteem.

(Whereupon a bouquet of red roses was presented to *Ms. Wynn*.)

Ms. Wynn: Thank you very much. Thank you.

President Harris: Next, *Elaine Marks* of South Carolina.

Elaine W. Marks: I have thanked my family privately, so now I wish to thank those people who were actively engaged in this campaign, and you, the teachers of the United States, represented at this great Representative Assembly. This RA has shown us that the democratic processes do work. (Applause)

Bob Moore, of Columbia, South Carolina, my campaign manager; *Ed Taylor* of Columbia, South Carolina, cochairman of the Campaign Committee and president of the South Carolina Education Association. (Applause)

I would like to thank some others in absentia, *Nell Taylor*, immediate past president of the South Carolina Education Association; *Kermit McCarter*, cochairman of the committee. To all of our absolutely magnificent staff in the South Carolina Education Association, I do humbly say, Thank you. (Applause)

President Harris: *Hank Harrison* of Alaska.

Hollis "Hank" Harrison: I would like to thank all 34 of the Alaskans and the entire Northwest. It was a Northwest kind of a campaign. We appreciate the warmth that you all showed to us who live in Alaska. It gets quite cold there, and we do appreciate that warmth.

I would first like to introduce the person who is the president of the largest local in the state of Alaska, the president of my own local, and that is Anchorage, Alaska. This is *Carolyn Doggett*. (Applause) The tall, bearded one on the end is the president of the NEA-Alaska, *Terry Stimson*.

Then a very definite part of my family, whom I have known since the day we hired him, is our executive secretary, *Bob Van Houte*. An adopted Alaskan put it all together in a way that still baffles all of us. He's from the state of Oregon but an adopted Alaskan—that is *Ted Hines*, my campaign manager. (Applause)

President Harris: *Rocco Dattola* of Pennsylvania.

Rocco T. Dattola: I certainly want to thank you all for making it possible for me to be before you this afternoon. A few special people who worked very hard. First of all, my wife, Ella (applause); *Campaign Manager Bob Oravetz*, president of the Pennsylvania State Education Association, *Ed Smith*, then our assistant executive secretary in charge of public relations, *Fred Leuschner*.

President Harris: *Bill Cummings*.

William F. Cummings: The finest people I have ever met are those that I have met during the past 10 years at the NEA Representative Assembly. We all look forward to coming back each year and renewing acquaintances. These people have been the ones who have encouraged me in this endeavour.

The Georgia people first, the greatest people in the world, and you right along with them. I couldn't have my full delegation here on the stage, so *Bob Husbands*, the campaign coordinator is here with me and my wife, Jenna Lee. Thank you very much.

President Harris: Vivian Bowser of Texas. (Applause)

Vivian R. Bowser: It is kind of dark out there. Thank you. Thank you very much for your vote. Thank you for the mandate that you have given for a three-year term on the Executive Committee. I made a pledge; I promised to keep it. Let me hear from you and let accountability for those we represent back home be the job of this Assembly.

I want you to meet some important people in the scheme of the things we have done. At this time I would like to have the group led by my national campaign manager, *Edna Stephenson*, who is also one of our Board of Directors members. Edna, raise your hand or wave those roses. *Burnham Robinson*, who was the state chairperson for the campaign and president-elect of the Texas Classroom Teachers Association; *Larry Yawn*, who was my nominator. Larry, will you step forward. One more person isn't present—the keeper of the purse strings, *Henrietta Blend*; she is out flat on her back and couldn't be with us today. It wasn't because the money was heavy, either, I want you to know. She is president of the Texas Classroom Teachers Association.

This fellow right here is my husband, *Jesse Bowser*. (Applause)

I didn't forget what you said I forgot, Burnham. My design was planned that way. My nominator is very special, because he is *Larry Yawn*, the person who followed *Jewel Howard* in leading this most marvelous delegation from Texas as president of the Texas State Teachers Association.

I want all those workers to stand because if they would come up here, there wouldn't have been room on the platform. Stand up please, Texas. (Applause)

Larry Yawn: Vivian, if I didn't know any better, I would say that you got 74 percent of the vote of this delegate body—73.4 percent, excuse me—because Texas finally got a decent seating arrangement in the Representative Assembly. Or I could say that it was because we finally had excellent bus service for the delegates to get here on time. (Applause)

I might even claim that it was because Texas is unified. But Vivian, we know that you got that vote because you are you. That is what we love. (Applause) Vivian helped us in Texas come a long way. She has helped NEA come a long way. We think that it is going to be right on with Bowser, and we have a small token to give to her.

I am afraid that she is not going to open it. When she does open it, she is going to cry, so I will tell her what it is. It is a medallion, which will describe the events of the past few days. It will tell you forever and ever that you helped us come a long way. (Applause as presentation was made.)

Vivian never has learned to do what I tell her to do. She is up here opening it like mad. Vivian, because we knew that other very special and very lovely women on this podium would receive red roses today, we wanted to give you the yellow rose of Texas.

(Whereupon a bouquet of yellow roses was presented to *Ms. Bowser*, followed by applause.)

Ms. Bowser: Thank you.

Kay Stilwell: A point of personal privilege. *Kay Stilwell*, president of the New Jersey Education Association. I wish to introduce to you *Clarence Walker*, chairman of the NJEA Minority Caucus.

Member: Mr. President, the members of the New Jersey Minority Groups Caucus are extremely proud of your outstanding record and dedicated service as president of NEA. You can be assured that during your term of office, you have gained the respect and admiration of your colleagues across the country.

Clarence Walker, our president, and *Clara Hall*, our treasurer, are presenting the gift on behalf of the Caucus. Please accept it with our high esteem, our appreciation, and our love.

(Whereupon *Mr. Walker* presented gifts to *President Harris*.)

President Harris: Now the executive officers. Last year you elected a treasurer. On September 1, the office becomes that of secretary-treasurer and it will be held by *John McGarigal* of Massachusetts. I am going to ask John to introduce his guests.

Treasurer McGarigal: What can I say when I had such an easy year. I know what they went through in the runoff elections. I remember last year all too well. I felt kind of funny up here when people started introducing their campaign managers, so I think the most appropriate thing for me to do is to introduce to you my true campaign manager—the mother of our nine children, my wife Sally. Without her understanding, the whole job just couldn't get accomplished. I was talking about my job as treasurer.

I also have here a very charming and gracious lady I would like to introduce to you—the president of the Massachusetts Teachers Association, *Mary Gilmore*. (Applause)

Jim, I want to say to you publicly that it has been indeed a privilege and an honor to serve with *Willard McGuire* and you during this year as executive officers. It has been a wonderful year. I look forward to a continuing and long-lasting friendship.

And to *President John*, I pledge to you the same kind of support that I gave Jim this year. I know we will be a very productive team. Thank you, everyone. (Applause)

President Harris: To the office of vice-president you have elected *Willard McGuire* of Minnesota.

Vice-President Willard H. McGuire: Thank you very much. There are two people I would like you to meet. First of all, my wife Ellen (applause), and my campaign manager, *Martha Zins*.

President Jim, I would like to say that it has been a pleasure working with you. To all of you, I have really felt it to be a privilege to serve as your vice-president this past year.

I want to say to John and to all of you, I am looking forward to a great year ahead. Thank you very much. (Applause)

President Harris: To the office of president, as I so very well know, you have elected *John Ryor* of Michigan. (Rising loud applause)

President-Elect John Ryor: Thank you very much. I will say of *Jim Harris*—he is a stand-up kind of guy, with real inner strength. I admire that in him, and I appreciate him. (Applause)

I have some introductions. Every time I do this, I am reminded of *Victor Borge's* introductory remarks when he says, "I'd like to introduce my mother and father who made this possible, and my wife and children who make it necessary."

I would like to introduce first my wife, my alter ego, my one and only favorite friend—Carol. (Applause) Now, without error, as they are sitting, Michelle, Mary Lynn, Cathy, Lisa, Stephanie, and Chuck. (Applause)

There are many, many people who helped in this campaign. But I would like to introduce a few who spent many hours: *Don Cameron*, public relations man, and a man for all times, a Michigan education associate. My two campaign chairmen, *Ron DiOrio* of Rhode Island and *Mary Kay Kosa*, past president of Michigan.

And, how can I say it, *Nancy Diamit Clark* from Maine; *Keith Geiger*, president of Michigan; *Herman Coleman*, executive secretary of the Michigan Education Association; and another tower of strength, *Connie Jackson*, NEA Board member from Michigan; and *Larry Lage*, vice-president of the Michigan Education Association.

I know you have heard an interminable number of speeches. I have just a few things to say. It won't take more than a minute or so.

There is no possible way to express the depth of my gratitude to the hundreds of individuals who have been so instrumental in my election, but I think you all must know how I feel. There are, however, two groups of people I would like to thank especially.

The first is the Michigan delegation. (Applause) My hat is off to a tremendous bunch who came to this convention determined to talk to their counterparts from every state in this organization of ours and to place the issues before them. They did that. They talked to everyone who was willing to talk and who had a vote and who breathed. There is even a rumor that they cornered a couple of old winos.

My thanks to the New England folks who encouraged my entry. (Applause) Michigan thanks you who encouraged my entry into this race in the first place and who then labored very hard on my behalf in the vineyards of NEA politics to see that it happened.

The other day I spoke to you about the need for NEA to become a more aggressive and outspoken advocate for the problems and concerns of teachers in this country. Together I believe we will accomplish that. But, my fellow teachers, we must always keep things in perspective. It is imperative that we never slacken our efforts to improve the quality of education for this nation's children. (Applause)

There are still many social and educational ills in our schools in the major cities in this country, on our Indian reservations, among our migrant children. Sooner or later all of those ills come to rest in the public schools. It is imperative that we continue to put forth our efforts to improve the quality of life for all people.

The poet *Wilkie* said that we should never forget the ancient Grecian and Chinese mythologies because they always had ugly frogs and dragons awaiting the kiss of a prince or princess to turn them into something beautiful at last. Maybe every ugly act, every ugly place in this world, every malady in education, is only awaiting an act of kindness to turn it into a positive force.

The NEA can be that positive force, and with your help, it will be. For my part, I am anxious to begin. Thank you very much. (Rising loud applause) Thank you very much.

Mary Kay Kosa: John, may I have a point of personal privilege. Simply stating that the members of the Michigan delegation are very proud of you is woefully inadequate. We aren't proud, we are ecstatic. Simply presenting you with some kind of gift as you accept this great NEA office also seems to us to be very inadequate.

The Michigan delegation wants to give you something much more substantive and much more meaningful, something that you can use every single minute that you are in office. So, rather than a gift to place on your desk, we are giving you our gift to place in your heart. John, the leaders and the other delegates from your home state of Michigan would like to present you with a blank check—not a blank check to cash in when you need money, but a blank check to cash in when you need help and understanding. So what we have to offer you today is a blank check representing all the love and all the affection felt by your colleagues. I tell you, it is a great amount. Cash it in when you need it, because we will always be with you to support your efforts to lead the teachers of this country.

We will always be with you to share your joys and your frustrations. We will always be with you as you and the NEA achieve tangible results for children and for teachers.

John, our best wishes. We love you. (Kissing him.)

President-Elect Ryor: Thank you. That is the only tangible kind of cash anyway. I appreciate it. I have come to expect it from the hearts of you people. I love you dearly. Thank you again. (Applause)

Ruby Gainer: Mr. President, we who are members of the Florida delegation and all the people back home in Florida would like for you to know that we appreciate your efforts in our behalf. We have had our problems during the year, and maybe our gift will not be as big as some of the others, but we give something that is true from our hearts. We give you love that we can never, never take away from you.

We will say that you have been the image of a man of the century, not a man of the hour. We hope that you will continue to bear this image. We in alligator country would like to let you know how we feel, and we will say that the good that you have done will live years and years after you. Your administration has been great and we love you.

We are going to make this presentation from all of the people in Florida.

(Whereupon a presentation was made, followed by applause.)

Masako Ledward: Mr. President and fellow delegates, I am *Masako Ledward* from Hawaii, speaking as an individual. This is my first NEA convention. It has been a most informative and lively one. At times I wondered if it was a teacher convention or a Shrine convention, but I have enjoyed every minute of it. For that, I wish to thank you, Mr. President and all your fellow delegates.

Now, Mr. President, at the beginning of the convention we invited you to come to Hawaii and speak to the teachers in Hawaii. You have not been reelected and your term will be ending soon, but then we would like to have you come and visit us. This time, come as guest of the Hawaii delegates and have a nice vacation. You will have time to bask in the sun and get a good Hawaiian suntan. (Laughter)

You might even have time to learn how to play the ukelele and dance the hula, and you can show the delegates at the next convention the skills you have learned in Hawaii.

The other thing is, I promised to show you how to make a lei, but you have been so busy. I carried the needle and the flowers with me for two days, but the flowers have finally wilted, so I can't show you how to make a lei. I promise if you do come to Hawaii, I will teach you how to make not only one kind, but many kinds of leis. (Laughter) You will be able to string your own lei and wear your own. (Laughter) You will be able to have a different kind of lei every day.

If you ever do get tired of teaching and Iowa doesn't want you and North Carolina doesn't want you, come to Hawaii and you and I will open up a lei stand. We will string leis and we will also get very rich selling leis to the tourists. So until we meet again in Hawaii, aloha nui koko. (Applause)

President Harris: I can see why that mountain erupts. (Laughter) Somebody was supposed to be responsible for screening these speeches!

I want to say just a word of thanks to so many people. Naturally, to Iowa first, for if Iowa had not had confidence in me some years ago, I would never have been here or had an opportunity to serve on the national level.

To the various ones whom I got to know nationally who encouraged me to run for this

position, to all of the people that have supported me—I could be here for ages if I started naming you as individuals. You have worked tirelessly to see to it that programs that I had concern for become a possibility. I could name people who encouraged me just in dialog, people who came and shared their ideas; staff people who worked tirelessly to make certain kinds of things happen; people who have served in all kinds of capacities in connection with my campaigns—I assure you, I shall be always grateful to you. The list would be absolutely extensive if I tried to start naming people, and so I know that I don't dare.

I want to thank my family for understanding and the support that they have given. This has been an experience that no other position could offer a person because NEA is an organization made up of people who put together policies and ideas that are so far ahead of those that are espoused by any other organization that we find people in other organizations, believe it or not, just objecting to the fact that NEA has taken on those goals for itself. (Applause)

There is no question in anybody's mind, I am sure, that this organization is the educational conscience of this nation and has a profound influence upon the education of other countries throughout the world. For an individual to have an opportunity to serve as one of its elected leaders is a true and a distinct honor. I shall always be grateful to every one of you for making it possible.

I not only will learn from the success, I will learn from the defeats. I personally don't feel that I have had a defeat. (Loud applause) There have been some circumstances that will cause me to change from being in this position to some other position, but as far as its being a defeat for me, I assure you, nothing could be further from the truth.

When there are people that have in all sincerity said to me, "I am sorry it happened," I really couldn't try to communicate with them. I am afraid you really wouldn't understand that it is not a matter of being sorry. The fact is that things didn't go as we had thought maybe they might. It is for us to have been unrealistic about the possibilities, but more than that would be blind to the kinds of opportunities that are in front. There are those of you that have expressed all kinds of statements, not only of compassion et cetera, but of concern and support—I appreciate it tremendously.

I certainly will be looking forward to seeing NEA go and move on to all kinds of new limits. There is no doubt in my mind that NEA is going to be strong in the coming year as it has in any year in the past. All of you are aware of the fact that John is a capable, proven, articulate leader, and I find that so easy to say now.

I can recall my reaction the first time I heard that he was entering the race. I said, "Uh-huh, somebody is in trouble." I am looking forward to all that NEA is going to do.

I realize I am kind of taking advantage of the situation because it wasn't planned to be like this, but since you are all listening, I am going to mention one or two other things.

In addition to all of the ongoing things NEA stands for, one thing burns within me. I am sure it has been planted in your hearts for many years and you just haven't been in a position to express it in quite the same way that I have. That is the fact that in this land of wealth and plenty we have young people out there who are typified by the pictures hanging before us.

There are young people sitting out in fields who still haven't quite given up hope. If we get to them soon enough, we will be able to take advantage of that hope. There are some families who have given up. It will take a whole lot of work to make them believe that they have any chance of ever doing anything.

There are some who have tuned us out and who feel that we really aren't for real. Therefore we are having problems like we have never had before. Those problems aren't going to get smaller unless we somehow manage to make them understand that we recognize the fact that they do have a right and that this country can afford to do for them what it ought to do, and that we are going to be serious about the business of seeing to it that the right kinds of things happen.

The picture hanging in the back probably doesn't mean as much to us as it should. That dilapidated bus has this printed on the back of it: "It stops at all crossings." Some of us haven't stopped, but I guess the part that is not written on the bus is the fact that it starts up again and keeps moving and finally gets those kids where they ought to go—if we don't put too many stops in front of it. The important thing is that there are kids who have been shortchanged. Somehow we adults get hung up on those things that really don't matter. If we could listen to them, we would get the bus going again. We would get those kids from where they are to where they can get a better education.

You see, I would have a little trouble talking to this if I were campaigning for office, but I

believe it from the bottom of my heart. We have got to do something about what happens to the kids. I was delighted to hear John express this as a concern of his, because I know John means it. Maybe he can be even more effective in causing some of the things to happen that he has heard me talk about.

I was asked by some people, "What are you going to do now?" I was inspired by *Ms. White* the other day when she gave her piece. I know a piece and I want to say it, but I don't feel quite as confident as she did. I don't know whether I will mess it up. I am going to try and if I get through it, I will end it with this. This is one that has meant a good bit to me in parts. If I can get through it now, I think it would answer this business of what I am going to do. Many of you may be more familiar with it than I am.

> Out of the night that covers me,
> Black as the Pit from pole to pole,
> I thank whatever gods may be
> For my unconquerable soul.
> Under the fell clutch of circumstance
> I have not winced nor cried aloud;
> Under the bludgeons of chance
> My head is bloody, but unbowed.
> It matters not how strait the gate,
> How charred with punishment the scroll;
> I am the master of my fate;
> I am the captain of my soul.

Thank you. (Rising loud applause) Thank you very much. Thank you very much. You are kind and generous, and I love you.

Now, we will take time for our guests to leave the podium so that we can continue with the business.

Okay. We will need *Mr. Orsborn* from the Committee on Credentials to present the final report of the Committee on Credentials. The Chair recognizes *Edward Orsborn*, chairperson of the Committee.

Edward E. Orsborn: Thank you, *President Harris*. Fellow delegates, the final report of the Credentials Committee. The final count of registered delegates was 8,296. There were 2,737 nondelegates and 714 exhibitors, for a total of 11,747. In addition to the final report, the status of state delegations regarding compliance with the ethnic minority requirements is that now all states have responded to inquiries on this issue. (Applause)

Of the 35 states listed as not in compliance at the start of the Representative Assembly, seven states have come into or have been declared into compliance. West Virginia and Iowa were in compliance and should not have been read in the list by this chairman at that time. (Applause)

The seven additional states who have come into compliance are New Hampshire, Kansas, Washington, Oklahoma, Montana, Maine, and Florida. Twenty-eight states are not declared in compliance. Some of the problems related to the inability to comply are obvious to us all. Very briefly, those problems simply revolve around the lack of a coordinated or cooperative plan between state and local affiliates. That has caused its problems.

Additionally, state delegates may not have been in compliance while local delegations were. Conversely, local affiliates may have been in compliance while the state was not. Further questions were raised on, When is compliance declared? The Committee's initial posture was based on a set of preregistration applications, but after registration at the Assembly there was as much as a 25 percent difference.

A physical head count may be the answer. Let it suffice to say, though, in summation, that we are and were aware of the problems. Your recognition of them now will emphasize the need to develop cooperative plans between states and locals to be sensitive to careful delegate elections and a response to the deadlines regarding information on these matters.

It is the recommendation of the Committee on Credentials that a study of these problems and recommendations for their solutions be forwarded to the appropriate body at the earliest possible time.

Mr. President, I move the adoption of this report.

. . . *Motion* was seconded by *Lucille Noll* of Kansas.

President Harris: It has been moved and seconded that we accept the report of the Commit-

tee on Credentials. Microphone 17, *Mr. Underwood* of Ohio, speaking for the delegation, wishes information on the report.

E. W. Underwood: Mr. Chairman, we have for the last two days attempted to get the microphone to state the following: the Ohio Education Association also had a ConCon, and we require the same type of compliance as is required by NEA. We did not in fact return a statement of why we would not be in compliance, because we are and intend to remain in compliance. The percentage of minorities in our delegation is 1.3 percent above that required by the NEA. We thank you.

President Harris: *Blair Patrick* of Washington, speaking for the delegation.

Blair Patrick: The state of Washington has asked me to extend commendation to the Credentials Committee and *Chairperson Ed Orsborn*, one of our own, for a very difficult job during a time of transition into our new Constitution. (Applause)

President Harris: Microphone 3, *Keith Geiger* of Michigan, a point of information.

Keith Geiger: Mr. President, I have a point of information on the Constitutional Amendment passed yesterday. There has been some confusion as to the effect of proposed Amendment Number 10 after it was amended on the floor.

So, Mr. Chairman, I would like you to read into the minutes now the exact language of Section 3(c) of Article III on page 93, as amended by the adoption of proposed Amendment Number 10. I believe *Ms. Krause* will do that.

Helen Krause: Amendment 10 would amend Constitution Article III, Section 3(c) so that it will read as follows: "Election of delegates to the Representative Assembly shall be by secret ballot for each individual office. The NEA members within each membership group entitled to delegate allocations as set forth in the Constitution and the Bylaws shall be eligible to vote."

President Harris: Seeing no one else wishing to speak on the report from the Credentials Committee, I am going to put the question. All in favor . . . opposed . . . *the Ayes have it.*

At Microphone 10, *J. K. Haynes* of Louisiana, speaking for the delegation, a question of privilege. Microphone 10.

J. K. Haynes: Mr. President, on behalf of the Louisiana delegation, I would like to express our profound appreciation for having had the opportunity of supporting your outstanding administration.

However, I have come for the purpose today, after 113 conventions, to extend to this august body the invitation to come to New Orleans. I participated many years ago with the executive secretary and others of the hierarchy of NEA in insisting that we would bring the convention to Miami Beach, Florida.

I would like to ask the delegates, after all of these years, that you come to New Orleans where we, the Louisiana delegation, have spent our very lives to bring about changes that would make your coming to New Orleans possible, pleasant and a delightful educational experience. I have with us today one of our delegates from New Orleans who would speak to this question.

On August 1 we are opening the Superdome in New Orleans. It will be the most delightful convention facility in the world. We have many other advantages that we would like to you to know about.

In the Louisiana delegation's resolution is not only a request for the endorsement of this great body but also the opportunity for the Louisiana delegation to make a presentation to the NEA Board of Directors that we might ask them to place New Orleans as top priority as they reexamine the cities for future NEA conventions.

Mr. President, I would like to move the adoption of this resolution and release the microphone to Jackie who is chairman of the New Orleans delegation at this great and historic convention meeting in the City of the Angels.

Jackie Wynshilo: Speaking on behalf of the delegation, I would like to extend to you warmest greetings on behalf of the Louisiana Education Association and also on behalf of the people of Louisiana. We would certainly encourage and urge you to consider this very interesting, beautiful, and historic city as the city of your 1977 NEA convention.

New Orleans certainly has a lot to offer and speaks for itself. I am going to speak for it today anyway. It has many, many fine restaurants famous throughout the world and the best of Creole cuisine, particularly fine seafood. It has many beautiful hotels in walking distance of the Convention Center. It is not as sprawling as Los Angeles, but we feel it would make an excellent site for the 1977 NEA convention. There are also many fine educational facilities in New Orleans. So we hope you will consider coming to our city. There are so many more things, it would be almost impossible for me to name them all for you today. If you come to

Louisiana, you will also find that Louisianans are among the warmest and friendliest people any place in the world.

Do consider our city. Thank you. (Applause)

President Harris: I am going to put this as a business item without discussion. Do you wish to discuss this? All in favor . . . opposed . . . *no discussion.* Do you wish to adopt this as a resolution coming to the body? All in favor . . . opposed . . . *we will receive it.* It will be a part of the minutes.

Microphone 11, *Barbara Muntean* from Georgia, a question of privilege.

Barbara Muntean: Thank you, *President Jim.* You really did finally get it right. I won't take much time, but it has been on my mind ever since the action taken on behalf of the plight of Georgia teachers. I would like to take this opportunity, if I may, Mr. President, to personally thank the Virginia delegation for its motion, the Texas delegation for its second, and the entire Representative Assembly of NEA for its continued support for the plight of Georgia teachers.

Five years ago, I attended my first convention in Detroit. I heard then of the plight of teachers in other areas, and I thought it could never happen to us in Georgia. Four years ago in Atlantic City, I heard about the strike and the problems had by the teachers of the great state of New Jersey, and I thought it could never happen to us in Georgia.

Again in Portland and again in Chicago, I heard of the plight of teachers in this country, and I said that it could never happen to us in Georgia. It has happened.

Today I am more than ever proud to be a member of the National Education Association. I can go home and say to my fellow Georgians who said to me last year, when we were going through unification, "Barbara, what has NEA ever done for us?" I am proud today that I can go home and say, "NEA's responsible; it supports you; it will continue to support you."

For that, ladies and gentlemen, the members of the Georgia delegation and I are sincerely grateful. Thank you very much. (Applause)

President Harris: Microphone 13, *Julia Mason* of Arizona. Microphone 13.

Julia Mason: Mr. President, I have already had my time at the microphone. Thank you very much.

President Harris: This time the Chair wishes to call on *Helen Krause,* chairperson of the Committee on Bylaws and Rules, who will now present to us the Bylaws and Standing Rules and Amendments that everybody proposed for vote by the 1976 Representative Assembly.

Before she presents the proposed Amendments for next year, I wish to have a point of personal privilege. *Helen Krause* of Nebraska has long served the united teaching profession. In recent years she served as chairperson of the ConCon Credentials Committee and has served in the past several years on the NEA Bylaws and Rules Committee.

This year as chairperson, Helen retired from the Lincoln public schools in June, and the Nebraska State Education Association has established a foundation in her name. *Helen Krause.* (Standing loud applause)

Helen Krause: Thank you, *President Harris.* May I, since you have introduced the subject, express here publicly my appreciation for the long-time support of my Nebraska people who are over there some place? (Applause) I wish to thank them for the lovely corsage they gave me this morning.

I wish to thank as well all of you for the many opportunities that you have given me to serve you. I have said many times to my superintendents and to my school boards that I am a much better teacher because of the privileges they have given me to share in the work of the National Association.

There has never been a question in the past 16 years of my being given professional leave to work for the Association with full pay and a substitute provided. (Applause) I must say they won't let me retire. The Association won't. I am still chairing an NCATE Commission this fall, and I have just been asked to serve on the Legislative Commission for Retired Teachers Association of the state.

I don't think I am going to be lonesome.

Now, to the business at hand. Under the new Constitution, only the titles of the amendments to the Constitution need to be read at this time. They need to be submitted at this session and the titles read. The procedure followed will be as we have done this far with voting next year.

You will still have up to 120 days before the opening of next year's Assembly to offer amendments to the Bylaws. I shall only say that 10 such amendments are now in our hands. There are 16 amendments to your Constitution, some applying only to the Constitution, some with accompanying Bylaws.

I will read the Constitutional Amendments. If you wish the others read, you may so indicate:

1. To eliminate office of treasurer as a full-time salaried position.
2. Designation of up to four state executive officers as delegates to the Representative Assembly.
3. To provide to clusters and single units equitable delegate allocations.
4. To provide that the Board of Directors can submit amendments to Constitution, Bylaws and Rules.
5. To provide alternative methods of electing delegates to the Representative Assembly.
6. To define the position of SNEA in regard to membership in NEA.
7. To eliminate restrictions on additional Board of Director members.
8. To delete exemptions to the one-man—one-vote principle by deleting requirements for representation of classroom teachers, administrators, and ethnic minorities in appointive-elective positions, and to delete the definition of ethnic minority.
9. To increase requirements to amend the Constitution and/or Bylaws.
10. To delete the requirement that the NEA directors and Executive Committee members shall be elected by secret ballot for each individual office; to remove the requirement that a state affiliate should hold a secret ballot vote to determine educational positions eligible for membership; to substitute for the requirement that a state affiliate shall conduct elections by secret ballot, that there be a roll call vote by the states' representative assembly or a secret ballot cast by the membership.
11. To establish new ratios for delegates to the Representative Assembly.
12. To remove the five-year membership requirement for candidates for executive office, Executive Committee, the Board of Directors, and for members of the Review Board.
13. To provide for election of the executive officers and members of the Executive Committee at the same time and for the same terms.
14. To eliminate the membership categories of paraprofessional and educational secretaries; to provide for two categories of active membership, active professional and active supportive.
15. To remove the limitations of the number of terms an elected NEA officer may serve.
16. To provide for a referendum of the entire membership as the highest level of governance with certain limitations; to make positions of policies so established not subject to reversal or modifications for a period of two years.

If you wish the others read, I will do so if it is the will of the body, Mr. President.

President Harris: Thank you. Trying to help you as your president has been the greatest and most rewarding experience of my life. I hope that I can always be of some service to the teachers of America. You will always be in my heart.

This 113th annual meeting is now adjourned. Thank you. (Applause)

The one-hundred-and-thirteenth annual convention and Fifty-Fourth Representative Assembly of the National Education Association adjourned at 3:55 P.M., July 8, 1975, *sine die*.

INDEX

References in the following index are to both the OFFICIAL MINUTES and the PROCEEDINGS.

Key—*Most of these abbreviations are based on those used in the* New York Times Index *and in* Current Abbreviations *by George S. Shankle. Some not only stand for the word as shown but also for its various forms; for example* acpt *may stand for* accept, accepted, accepting, *or* acceptance.

acpt accept
actv activity
addl additional
adm admission
admin administration
adr address
affil affiliate
amend amend
apprv approved
appt appoint
assn association
assoc associate
asst assist
auxil auxiliary

bd board
Bd Dir Board of Directors
Bd Trust Board of Trustees
bldg building
budg budget
By-l and R Bylaws and Rules

certif certification
com committee
comm commission
commend commendation
commun communication
conf conference
conv convention
creden credentials

deleg delegate
dept department
dev development
dir director
discus discuss
dist district

educ educate
elect elect
elem elementary
eligib eligible
estab establish
eval evaluate
Exec Com
Executive Committee
expul expulsion

fed federal
financ finance

gen general
govt government
greet greetings
griev grievance

Hdqrs Headquarters
hist history

immed immediate
imprv improve
ins insurance
instruc instruction
intl international
introd introduce

jt joint

legis legislate
loc local

meet meeting
memb member
min minutes
motn motion

natl national
negot negotiation
nom nominate

off officer
org organization
pol policy
prelim preliminary
pres president
presntn presentation
prgm program
proced procedure
profn profession
propsd proposed
prov provision
pub publication
pymt payment

R Rules
re regarding
recog recognition
recom recommend
reject reject
rept report
Rep Assem
Representative Assembly
resol resolution
respons responsibility
retr retire
rev revise

sch school
sec secondary
secur security
secy secretary
serv services
soc social
studt student
subs substitute

tch teacher
trans transfer
treas treasurer

unif unified

vp vice-president

Academic freedom
Asst re threats to, motn re, 46, 198
Informational aid, motn re, 64, 205
Task force in aid of, motn re, 64, 202, 203

Accountability
Motn re, 112, 205–06

Accreditation of Teacher Education, National Council on, motn re, 46, 169

Addresses and remarks
Bradley, Thomas, 49–51
Ebert, Wilhelm, 67
Harris, James A., 7–12
Herndon, Terry, 12–14
Sanford, Terry, 114–16
Trotter, Virginia, 17–19
Zorbaugh, Harvey, 117–19

Administrators
Memb, 82–83, 86–87, 140

Affiliates
All-inclusive, 88–90, 91, 140
Delegates. *See* Delegates
Standards for, 92, 140
Utilization of leadership, motn re, 46, 202

Affiliates, merger of
Eval rept to Rep Assem, 154–55
Florida. *See* Florida

AFL-CIO, merger with, motn re, 46, 157–60

Annual meeting. *See* Convention, *annual*

Appointments. *See* Staff, NEA, *and specific office*

Asian American Task Force, rept to Rep Assem, adopt, 132–33

Associations, memb participation in, resol (I-2), 147–48

Autonomy, profn, resol (F-1) on, 145–47

Awards, citations, etc.
Fenner, Mildred S., presntn to, 153
Friend of Education
Award presentn, 113–114
Harris, Jim, gifts to, 187, 219–20, 222, 224
Herndon, Terry, gift to, 137
Maehling Fellowship Award, presentn, 68
Ryor, John, gifts to, 187, 220, 224
Wise, Helen, gift to, 67–68
Wynn, Lauri, gifts to, 221

Banks, Edward R., invocation before Rep Assem, 15–16

Bicentennial Program, NEA
Hale, Nathan, motn re, 64, 204
History of women, motn re commemoration, 112, 208
Women and minorities, contributions of, motn re, 64, 205

Bilingual / Multicultural Education
Rept to Rep Assem, adopt, 132–33
Resol (I-2) on, 138–39, 155

Black youth task force, motn re, 46, 197, 202–203

Board of Directors
Dir
Allocation, 76, 77, 140
Elect requirements, 77, 140
Ethnic minority rep, 77–78, 140

Boston sch desegregation, motn re, 46

Bowser, Vivian
Gift to, 222
Nom for exec com, acpt speech, elect, 28–29, 40, 140

Boys Town Education Association, motn re, 166–67

Bradley, Thomas, welcome to Rep Assem, 49–51

Budget, adopt by Rep Assem, 214–18

Budget, annual (*see also* Program and Budget Committee *and* Treasurer)

Bunbee, George, NEA telegram to, 150–51

Business, items of
Failed
Appt of asst to pres, 46, 169–73
Black youth task force, 46, 197, 202–03, 203–04
Coalition of Labor Union Women, 46, 187–89
Defense of homosexual tch, 112, 213
Experimental prgms, 64, 203, 211
Fed funding for retraining tch, 64, 203, 212
Gun control efforts, 64, 204, 205, 212
Internatl Women's Year Conference, 112, 207
Leadership training for women, 112, 212–13
Legal holiday for general elect, 46, 191–92
Minority affairs division, 112, 207
Modification of UniServ grants, 46, 173–74
Nationwide telecommunications network, 64, 202
Organizing, position on, 46, 181–82
Political rights defense fund, 46, 183–85
Status rept on new business items, 64, 205
Strengthening through tch unity, 112, 206, 207
Sunday schedule for Rep Assem, 64, 204
Tch exchange prgm, 64, 204
Tch Recog Day, 64, 204
Uni Serv prgm cuts, 46, 177–79
Women's concerns advisory council, 112, 207
Women's task force rept implementation, 112, 213
Worldwide equality in educ, 112, 206
Out of order
Conv streamlining suggestions, 112, 207
Merger position, 46, 168
Rep Assem agenda, 112, 213
Passed
Academic freedom, threats to, 46, 198
Accountability prgm, 112, 205–06
Ballot for endorsement of pres candidate, 64, 202, 211, 212
Berkeley bd of educ, 46, 196–97
Bicentennial materials re women and minorities, 64, 205
Boston sch desegregation, 46, 185–86
Boys Town Educ Assoc, 166–67
Code of Ethics, 112, 213
Creden Com rept, 112, 213
Crestwood, Michigan tch, support for, 64, 205
Defense budg, reduction, 64, 202
Equal Rights Amend, 112, 207, 208–11, 212
Fed funded progm, 64, 203
Hale, Nathan, 64, 204
History of women in bicentennial prgm, 112, 208
Honoring a dedicated tch, 112, 207
Legis priorities, 46, 164, 165
Merger with other organizations, 46, 157–60
Metric system, 205
Natl Assoc for Children, 64, 204
Natl council on accreditation of tch educ, 46, 169
Natl special educ com, 46, 168–69, 174–77
NEA candidate expenses, 112, 206
Nutrition educ prgm (S. 1945), 112, 207
Pres elect results announcement, 112, 205
Pres endorsement proced, 46, 198
Profn of tch, 46, 190–91
Recycling of materials, 46, 194–96, 198
Rep Assem com, 46, 167–68
Reaffirmation of NBI 24, 46, 160–62
Return of dues for UniServ, 46, 192–94
Selection of educ materials, 112, 206–07, 208, 212
Social security benefits, 64, 204
Task force summaries, 112, 206
UniServ guidelines enforcement, 46, 198–201, 202
Utilization of local and state leadership, 46, 202
Women's caucus recommendations, 112, 213
Presentn to Rep Assem, 157–62, 163–65, 166–80, 181–213
Referred
UniServ funds increase, 64, 205
UniServ grants increase, 64, 205
Status rept, motn re, 64, 205
Withdrawn
Academic freedom, task force in aid of, 64, 202, 203
Alternatives to strike, 64, 205
Fed revenue-sharing plan, 46, 168
Informational aid for academic freedom, 64, 205
Leadership training conferences and minority participation, 112, 213
NEA-PAC, 64, 204
One-man-one vote guidelines, 46, 64

Sch personnel pol, 112, 206
UniServ training funds, 46, 169

Bylaws (*see also* Constitution and Bylaws)

Bylaws, amendments to
Acpt
Due process guarantee as standard for affil (Rep Assem amend 25), 92, 140
Dues for persons employed part-time (Rep Assem amend 20), 86, 87, 140
Dues transmittal (Rep Assem amend 21), 88, 140
Memb and fiscal year (Rep Assem amend 26), 92–95, 140
Natl Council of Bureau of Indian Affairs Educ (Rep Assem Amend 24), 91, 92, 140
Operating reserve (Rep Assem amend 28), 96–97, 140
Reject
All-inclusive affil deleg and memb (Rep Assem amend 23), 90–91, 140
All-inclusive affil deleg requirement (Rep Assem amend 22), 88–90, 140
Educ positions elig for memb, secret ballot vote on (Rep Assem amend 17), 85, 140
Higher educ negot team rep, memb (Rep Assem amend 18), 85, 87, 140
Memb of administrators and supervisors (Rep Assem amend 16), 82–83, 86–87, 140
Memb referendum (Rep Assem amend 15), 78, 82, 140
State affil memb and fiscal year (Rep Assem amend 27), 95–96, 140
Withdrawn
Deleg elect (Rep Assem amend 8), 69
Ratios of deleg allocation (Rep. Assem amend 9), 69

Cable television, resol (75-3) on, 149–50

California, Berkeley Board of Education, motn re, 46, 196–97

Chicano Task Force, rept to Rep Assem, adopt, 133

Children, National Association for, motn re, 64, 204

City selection criteria. *See* Convention, annual

Classroom teachers. *See* Teachers

Coalition of American Public Employees, adr: Herndon, 13–14; Zorbaugh, 117–19

Coalition of Labor Union Women, motn re, 46, 187–89

Code of Ethics
Interim document, motn re, 112, 213
Rep Assem amend and adopt, 122–32

Collective bargaining (*see also* Strikes and strikebreakers)

Collective bargaining bill, motn re, 46, 164, 165

Committees, commissions, councils and task forces (*see also by name*)
Com
Standing com, estab, 153–54
Task forces
Summaries, motn re, 112, 206

Communications, privileged, resol (E-9) on, 144–45

Conference on Educational Neglect (*See also* Project Neglect), adr: Harris, 10

Congress, U. S.
Candidates, endorsement pol. *See under* National Education Association

Congressional bill S. 1945, motn re, 112, 207

Constitution, amendments to
Acpt
Deleg elect by majority vote and secret ballot (Rep Assem amend 10), 69–71, 72–74, 140
Presntn to Rep Assem, 54–74
Propsd for voting in 1976, 229
Reject
Dir elect requirements (Rep Assem amend 12), 77, 140
Elect of exec com off and exec com memb (Rep Assem amend 4), 58–59, 140
Ethnic minority rep on bd dir (Rep Assem amend 13), 77–78, 140
Exec Com memb limits (Rep Assem amend 14), 78, 140
Five-year memb requirement (Rep Assem amend 3), 57–58, 140
Memb conduct during strikes (Rep Assem amend 6), 61–64, 140
Number of dir allocated (Rep Assem amend 11), 76, 77, 140
Number of terms of office (Rep Assem amend 5), 59–61, 140
One-man-one vote (Rep Assem amend 1), 54–56, 140
Secret ballot voting (Rep Assem amend 2), 57, 140

Convention, annual (*see also* Representative Assembly), suggestions for streamlining, motn re, 112, 207

Credentials Committee
Rept, motn re, 112, 213
Rep to Rep Assem, 23–24, 226–27
Motn to reconsider, 97–100
Seating of deleg, questions on, 97–100, 100–05

Crestwood, Michigan, motn re, 64, 205

Critical Issues Conference, adr: Harris, 7, 10

Cultural diversity in instructional materials, resol (D-3), 142

Cummings, Bill, nom to exec com, elect, statement, 33, 34, 44–45

Dattola, Rocco T., nom to exec com, elect, statement, 33–34, 34, 44

Defense budget, reduction, motn re, 64, 202

Desk, Jon, award to, 68

Delegates
Challenge, proced for, 328, 489–90, 535
Com to study finan of, 677–79
Creden, question of. *See* Credentials Committee
Elect proced, secret ballot voting, 57, 69–71, 72–74, 140

Deleterious programs, resol (75-1) on, 148–49

Desegregation. *See* Human and civil rights

Directors. *See* Board of Directors

Dues, NEA, 501, 502, 734
Increase, propsd
Adr: Harris, 10
Part-time employees, 86, 87, 140
Transmittal, 88, 140

Ebert, Wilhelm, remarks to Rep Assem, 67

Economy
Adr: Harris, 7–8

Education
Free, right to, 150, 151, 152
Worldwide equality in, motn re, 112, 206

Education, National Institute of
Adr: Trotter, 18

Educational Finance Committee
Rept to Rep Assem, adopt, 132–33

Educational Neglect, Conference on. *See* Conference on Educational Neglect

Educational Statistics, National Center for, adr: Trotter, 18

Educators, natl serv and, resol (E-12) on, 145

Election procedures (*see also* Nominating procedures)
Candidate expenses, motn re, 112, 206
Five-year requirement, 57–58, 140
Secret ballot voting, 57, 69–71, 72–74, 140

Elections
Nom, acpt speech, elect (*see also* Elections Committee), 25–45, 140

Elections, general, Legal holiday for, motn re, 46, 191–92

Elections Committee
Prelim rept to Rep Assem, 24–25
Rept to Rep Assem, 66
Adopt, 105–110
Motn to reconsider reject, 110–112
Runoff and recount, 66, 71–72, 74–76, 105–110, 140
Withdrawn, 105–106

Endorsement policy and procedures of NEA. *See under* National Education Association

Environmental education, resol (A-4) on, 137–38

Equal Rights Amendment, motn re, 112, 207, 208–11, 212

Ethnic groups. *See* Minorities *and specific group*

Ethridge, Samuel B., tribute to, 163

Evaluation and subjective ratings, resol (C-2), 141–42

Executive Committee
Elect proced, 58–59, 140
Memb limits, 78, 140
Nom, acpt speech, elect, 28–34, 39–44, 140

Executive Secretary, adr before Rep Assem, 12–14

Experimental programs pilot prgm, motn re, 64, 203, 211

Facilities for annual meeting. *See* Convention, annual

Federal revenue-sharing plan, motn re, 46, 168

Federal support of public education (*see also* Legislation, proposed)
Adr: Harris, 9–10
Funding
Motn re, 46, 164, 165
Motn re, 64, 203
Tch retraining, motn re, 64, 203, 204, 212

Fenner, Mildred S., award to, 152

Finances, NEA (*see also* Budget, annual; Program and Budget Committee; *and* Treasurer), operating reserve, 96–97, 140

Financial reports, annual, 133–35

First American Task Force, rept to Rep Assem, adopt, 132–33

Florida, minority rept, 120–21

Ford, Gerald
Adr: Trotter, 17
Quoted, 9

Fortner, Marjorie, award to, 68

Free education, right to, 150, 151, 152

Georgia
Minority rept, 119–20
NEA telegram to governor of, 150–51

Gifts. *See* Awards, citations, etc.

Gun control efforts, motn re, 64, 204, 205, 212

Hale, Nathan, motn re, 64, 204

Handbook. *See NEA Handbook*

Harris, James A.
Adr before Rep Assem, 7–12
Gifts to, 187, 219–20, 222, 224
Nom for pres, acpt speech, 25–26, 37–38

Harrison, Hank, nom for exec com, 29

Hedstrom, Carl, nom for exec com, acpt speech, 30, 43–44

Herndon, Terry
Adr before Rep Assem, 12–14
Gifts to, 187
Rept of exec secy to Rep Assem, 154

Hickman, Roberta, nom for pres, acpt speech, 26–27, 36–37

Higher education
Adr: Herndon, 13
Negot team rep, 85, 87, 140

Hilda Maehling Fellowship Award, presntn, 68

Hobart, Tom, nom for exec com, acpt speech, 31, 42–43

Honoring a dedicated teacher, motn re, 112, 207

Hortonville, Wisconsin, 83–84

Huerta, Ramon
Nom for exec com, acpt speech, 29–30, 39–40

Human and civil rights
Equal Rights Amend, motn re, 112, 207, 208–11, 212
Martin Luther King Day, resol (H-3) on, 147

Human Relations Committee, rept to Rep Assem, adopt, 132–33

Improvement of instruction, resol (B-1) on, 138

Indian Affairs Education, National Council of Bureau of, 91, 92, 140

Inflation, impact of
Adr: Harris, 7–12

Instruction, improvement of, resol (B-1) on, 138

Instruction and Professional Development Committee, rept to Rep Assem, adopt, 132–33

Instructional materials
Cultural diversity in, resol (D-3), 142
Selection, motn re, 112, 206–07, 208, 212
Selection of and tch techniques, resol (D-2) on, 142

International Relations, Standing Committee on, rept to Rep Assem, adopt, 132–33

International Women's Year Conference, motn re, 112, 207

Kansas, minority rept, 120

Leadership training
Conference and minority participation, motn re, 112, 213
Women, motn re, 112, 212–13

Legal holiday for general election, motn re, 46, 191–92

Legislation, proposed
Collective bargaining bill, motn re, 46, 164, 165
Motn re priorities, 46, 164, 165

Legislative Committee, rept to Rep Assem, adopt, 132–33

Legislative support for public education, goal. *See under* Education

Marks, Elaine, nom for exec com, acpt speech, elect, 31–32, 42

Martin Luther King Day, resol (H-3) on, 147

Materials
Instructional. *See* Instructional materials
Recycling of, motn re, 46, 194–96, 198

McArthur, Tay, nom for exec com, acpt speech, 32, 41–42

McGarigal, John, rept of treas to Rep Assem, 133–36

McGuire, Willard
Nom for vice-pres, statement, elect, 28, 38–39

Membership, NEA
Conduct during strikes, 61–64, 140
Five-year requirement, 57–58, 140
Increase, adr: Herndon, 12–13
Participation in assoc, resol (I-2) on, 147–48

Membership year uniform with fiscal year, conversion, 92–95, 140

Messina, Robert, Jr., award to, 68

Metric system,
Motn re, 205

Michigan
Crestwood,
Motn re, 64, 205

Mieszkalski, Joyce, award to, 68

Minority affairs division, motn re, 112, 207

Minorities (*see also* Human and civil rights, *and name of group*)
Bicentennial materials re contributions of, motn re, 64, 205
Black youth task force, motn re, 46, 197, 202–03
Deleg rep. *See* Election procedures
Dir rep, 77–78, 140
Leadership training conferences, motn re, 112, 213

Minutes of, Rep Assem, 15–229

Missouri-NEA, special serv award, presentn, 153

Moral and ethical values, resol (B-6) on, 139–40, 141–42

National Association for Children, motn re, 64, 204

National Center for Education Statistics,
adr: Trotter, 18

National Council for Accreditation of Teacher Education. *See* Accreditation of Teacher Education

National Council of Bureau of Indian Affairs Education, 91, 92, 140

National Council on Teacher Retirement. *See* Teacher Retirement

National Education Association
Endorsement poli.y and proced
Adr: Harris, 8–9
Pres candidates
Ballot, motn re, 64, 202, 211, 212
Proced, motn re, 46, 198
Minority affairs division, motn re, 112, 207
Strengthening through teh unity, motn re, 112, 206, 207

National service, educ and, resol (E-12) on, 145

National Special education committee, motn re, 46, 168–69, 174–77

National Institute of Education
Adr: Trotter, 18

Nationwide telecommunications network, motn re, 64, 202

NEA-PAC (*see also* Political action program)
Adr: Harris, 8
Motn re, 64, 204

New Hampshire
Timberlane strike situation, 83–84

Nondiscriminatory personnel policies, resol (E-5) on, 142–44

Nutrition education prgm, motn re, 112, 207

Objectives. *See by name*

Officers, NEA
Candidate expenses, motn re, 112, 206
Number of terms, 59–61, 140

One-man—one-vote, 54–56, 140
Guidelines, motn re, 46, 64

Order of business, adpt, 16

Overseas Education Association, 165

Perkins, Carl D., quoted, 9

Permanent Fund rept, to Rep Assem, adopt, 133–35

Personnel (*see also* **Staff, NEA**)
Personnel policies, nondiscriminatory, resol (E-5) on, 142–44
Sch personnel pol, motn re, 112, 206

Petrocco, Hazel, nom for exec com, acpt speech, 32, 41

Political action program (*see also* NEA-PAC)
Adr: Harris, 8–10; Herndon, 13
Defense fund, motn re, 46, 183–85

Postsecondary education. *See* Higher education

President, NEA
Adr before Rep Assem, 7–12
Nom, acpt speech, elect, 25–28, 34–38, 140
Personal asst to, motn re, 46, 169–73
President's Project. *See* Conference on Educational Neglect

President's Project. *See* Conference on Educational Neglect

Presidential candidates, proced for endorsement
See Endorsement policy *under* National Education Association

Presidential election results, announcement, 112, 205

Privileged communications, resol (E-9) on, 144–45

Professional autonomy, resol (F-1), on, 145–47

Professional negotiation and grievance proced, resol (E-6) on, 144

Professional salaries, resol (E-2) on, 142

Professional sanctions, resol (A-10) on, 138

Professionalization of teaching, motn re, 46, 190–91

Program and Budget Committee, rept to Rep Assem, adopt, 135–36

Project Neglect (*see also* Conference on Educational Neglect), adr: Harris, 10

Property, NEA, land grant to Univ of Maryland, question on, 136

Recycling of materials, motn re, 46, 194–96, 198

Referendum, 78, 82, 140

Reports, annual (*see also specific report*), adopt by Rep Assem, 132–33

Representative Assembly
Com to study, motn re, 46, 167–68
Deleg. *See* Delegates
Facilities. *See* Convention, annual
Min of 53rd, adopt, 19
Min of 54th, 15–229
Sunday schedule, motn re, 64, 204

Resolutions
Adopt
Bilingual/multicultural educ (B-2), 138–39, 155
Cable television (75-3), 149–50
Cultural diversity in instructional materials (D-3), 142
Deleterious prgm (75-1), 148–49
Educ and natl serv (E-12), 145
Environmental educ (A-4), 137–38
Eval and subjective ratings (C-2), 141–42
Improvement of instruction (B-1), 138
Martin Luther King Day (H-3), 147
Memb participation in assoc (I-2), 147–48
Nondiscriminatory personnel pol (E-5), 142–44
Privileged communications (E-9), 144–45
Profn autonomy (F-1), 145–47
Profn negot and grievance proced (E-6), 144
Profn sanctions (A-10), 138
Profn salaries (E-2), 142
Selection of materials and tch techniques (D-2), 142
Strikes (E-11), 145
Tch retirement (E-4), 142
World peace (75-2), 149
Presntn to Rep Assem, 137–53
Reject
Affil cooperation with other groups, 151–53
Free educ (75-6), 150, 151, 152

Ryor, John
Gifts to, 187, 220, 224
Nom for pres, acpt speech, elect, 27, 35–36, 140

Salaries, resol (E-2) on, 142

Sanctions, profn, resol (A-10) on, 138

Sanford, Terry
Award and gift to, 113–14
Remarks to Rep Assem, 114–16

Schools
Personnel pol, motn re, 112, 206
Studt behavior and discipline, adv: Harris, 10

Selection of educ materials, motn re, 112, 206–07, 208, 212

Selection of materials and tch techniques, resol (D-2) on, 142

Social security benefits, motn re, 64, 204

Special education committee, national, motn re, 46, 168–69, 174–77

Standing Rules, amendments to
Adopt, 20–24
Presntn to Rep Assem, 20–23

Stevens, Bryan W., nom for pres, acpt speech, 27–28, 34–35

Stevenson, Margaret, tribute to, 116

Strikes and strikebreakers (*see also by location*)
Adv: Herndon, 14
Motn re, 64, 205
Conduct during, 61–64, 140
Resol (E-11) on, 145
Status, 83–84

Substitute, Part-Time, and Paraprofessional Personnel, Task Force on, rept and recommendations to Rep Assem, adopt, 133

Sunday schedule for Rep Assem, motn re, 64, 204

Task forces (*see also specific task force*), summaries, motn re, 112, 206

Teacher Recognition Day, motn re, 64, 204

Teacher retirement, resol (E-4) on, 142

Teacher Rights Committee, rept to Rep Assem, adopt, 132–33

Teachers
Defense of homosexual tch, motn re, 112, 213
Exchange prgm, motn re, 64, 204
Fed funding for retraining of, motn re, 64, 203, 204, 212
Strikes. *See* Strikes

Teaching, professionalization of, motn re, 46, 190–91

Television. (*See also* Media)
Cable, resol (75-3) on, 149–50

Testing Task Force, rept to Rep Assem, adopt, 132–33

Timberlane, New Hampshire. *See* New Hampshire

Treasurer, rept to Rep Assem, 133–36

Tributes to
Ethridge, Samuel B., 163
Stevenson, Margaret, 116
White, Verde Lela, 45
Motn re, 112, 207

Trotter, Virginia, remarks to Rep Assem, 17–19

Unification, adv: Herndon, 13

Unified professional membership. *See* Independent, united teaching organization

United Staff Service Program
Funding increase, motn re, 64, 205
Grants increase, motn re, 64, 205
Grants modification, motn re, 46, 173–74
Guidelines enforcement, motn re, 46, 198–201, 202
Prgm cuts, motn re, 46, 177–79
Return of dues for, motn re, 46, 192–94
Training funds, motn re, 46, 169

Vice-President, nom, elect, statement, 28, 38–39

White, Verde Lela, 45
Motn re, 112, 207

Wisconsin, Hortonville, 83–84

Wise, Helen, gift to, 67–68

Women
Advisory council, motn re estab, 112, 207
Bicentennial materials re contributions of, motn re, 64, 205
Coalition of Labor Union Women, motn re, 46, 187–89
History of in bicentennial prgm, motn re, 112, 208
Intl Women's Year Conf, motn re, 112, 207
Leadership training for, motn re, 112, 212–13
Women's caucus recommendations, motn re, 112, 213
Women's task force rept, motn re, 112, 213

Women's Rights Task Force, rept to Rep Assem, adopt, 133

Work stoppages. *See* Strikes

World peace, resol (75-2) on, 149

Wynn, Lauri
Gift to, 221
Nom for exec com, acpt speech, elect, 32–33, 40–41

Zorbaugh, Harvey
Remarks to Rep Assem, 117–19